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MISSOURI DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

LABOR AND INDUSTRIAL RELATIONS COMMISSION
DIVISION OF EMPLOYMENT SECURITY
DIVISION OF WORKERS' COMPENSATION
DIVISION OF LABOR STANDARDS
BOARD OF MEDIATION
COMMISSION ON THE STATUS OF WOMEN
GOVERNOR'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED

ANNUAL REPORT 1981

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Annual Report

MISSOURI DEPARTMENT OF LABOR AND

INDUSTRIAL RELATIONS

1981

CHRISTOPHER S. BOND
GOVERNOR
STATE OF MISSOURI

MISSOURI DEPARTMENT OF
LABOR AND INDUSTRIAL RELATIONS
JEFFERSON CITY, MISSOURI 65101
(314) 751-4091

CHRISTOPHER S. BOND
GOVERNOR

PAULA V. SMITH
DIRECTOR

December 15, 1981

The Honorable Christopher S. Bond
Governor of Missouri and
The Labor and Industrial Commission

Gentlemen:

I respectfully submit to you the Seventh Annual Report of the Missouri Department of Labor and Industrial Relations.

The report covers the activities for the fiscal period ending June 30, 1981, for: the Labor and Industrial Relations Commission, the Division of Employment Security, the Division of Workers' Compensation, the Division of Labor Standards, the State Board of Mediation, the Commission on the Status of Women, and the Governor's Committee on Employment of the Handicapped.

The narrative is accompanied by charts, tables and graphs to illustrate Department Activities.

Respectfully,

Paula V. Smith

Paula V. Smith
Director

SEVENTH ANNUAL REPORT
FISCAL YEAR ENDING JUNE 30, 1981

DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

Labor and Industrial Relations Commission . . . . . 1904 Missouri Blvd., P.O. Box 599
Jefferson City, Missouri 65102
314-751-2461

John R. Igoe . . . . . Commission Chairman
Herbert L. Ford . . . . . Member
Charles B. Fain . . . . . Member
Mary Lou Lanza . . . . . Secretary
Paula V. Smith . . . . . Director

DIVISIONS OF THE DEPARTMENT

Division of Employment Security . . . . . Terry C. Allen, Director
421 E. Dunklin, P.O. Box 59
Jefferson City, Missouri 65104
314-751-3215

Division of Workers' Compensation . . . . . Richard R. Rousselot, Director
722 Jefferson St., P.O. Box 58
Jefferson City, Missouri 65102
314-751-4231

Division of Labor Standards . . . . . James T. Brake, Director
722 Jefferson St., P.O. Box 449
Jefferson City, Missouri 65102
314-751-3403

State Board of Mediation . . . . . Mary L. Gant, Chairman
207 Adams St.,
Jefferson City, Missouri 65101
314-751-3614

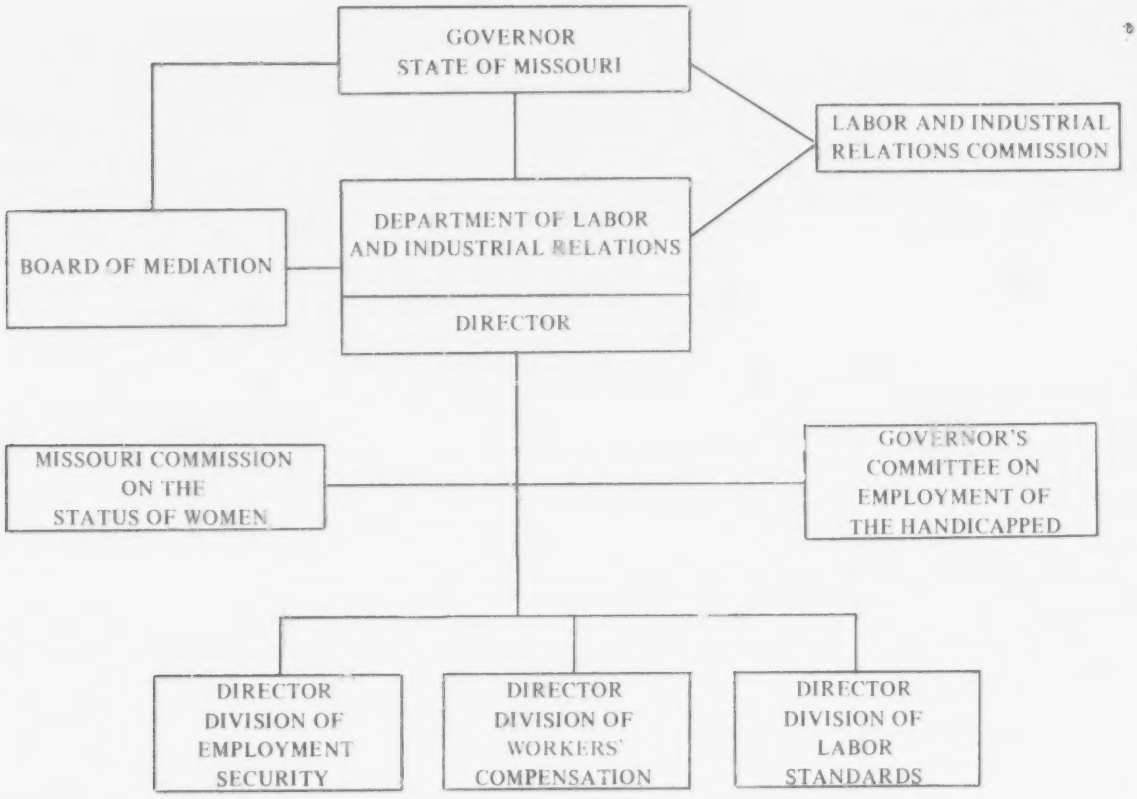
Governor's Committee on Employment of the Handicapped . . . . . T. Michael Lillis, Director
1904 Missouri Blvd., P.O. Box 1668
Jefferson City, Missouri 65102
314-751-2600

Missouri Commission on the Status of Women . . . . . (Vacant), Chairman
421 E. Dunklin, P.O. Box 59
Jefferson City, Missouri 65104
314-751-3215

CONTENTS

	Page
Department	
Labor and Industrial Relations Commission	1
Division of Employment Security	2
Job Service	4
Unemployment Insurance	8
Charts and Tables	11
Division of Workers' Compensation	19
Charts and Tables	21
Division of Labor Standards	29
Charts and Tables	30
State Board of Mediation	35
Governor's Committee on Employment of the Handicapped	38
Missouri Commission on the Status of Women	39

DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS


GOVERNOR
STATE OF MISSOURI
LABOR AND INDUSTRIAL RELATIONS COMMISSION
BOARD OF MEDIATION
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
DIRECTOR
MISSOURI COMMISSION ON THE STATUS OF WOMEN
GOVERNOR'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED
DIRECTOR DIVISION OF EMPLOYMENT SECURITY
DIRECTOR DIVISION OF WORKERS' COMPENSATION
DIRECTOR DIVISION OF LABOR STANDARDS

This Seventh Annual Report of the Department of Labor and Industrial Relations sets forth the salient activities of the six agencies which the Department comprises.

The Department of Labor and Industrial Relations is responsible for administering programs which (1) promote job placement, (2) provide an income contribution for workers to offset the loss of a job because of injury, (3) provide an income contribution for workers to offset the loss of a job because of layoff, (4) focus on the role of women in the work force, (5) resolve matters of majority representation and appropriate bargaining units, and the first steps in collective bargaining, (6) regulate wages for certain work in public works and construction and for women, and (7) assist in employment of the handicapped.

Individual economic stability and advancement is the primary goal of the department. Underlying the economic stability goal is the need to be responsive and fair to both employees and employers. The three-member Labor and Industrial Relations Commission serves as an appeals body, and makes decisions from appeals by interested parties concerning monetary awards arising out of the unemployment insurance and workers' compensation programs, and from determinations on the prevailing hourly rates of wages on public works and highway contracts.

The Unemployment Insurance Program, a unit of the Division of Employment Security, began in 1937, and a second unit, the state employment service (now Job Service) was first established in 1899 by the General Assembly and in 1933 was affiliated with the United States Employment Service. The Division of Workers' Compensation was formed in 1926, and the Division of Labor Standards has functioned under various titles since 1879. The Board of Mediation administers a law enacted in 1947, and the Commission on the Status of Women became statutory in 1967. The Committee on Employment of the Handicapped became statutory in September 1977.

LABOR AND INDUSTRIAL RELATIONS COMMISSION

Pursuant to the Omnibus State Reorganization Act of 1974, Revised Statutes of Missouri (1977 Supp.), Section 8.1 provides:

"There is hereby created a Department of Labor and Industrial Relations to be headed by a labor and industrial relations commission as provided by section 49, article IV, constitution of Missouri. All the powers, duties and functions of the industrial commission are transferred by type I transfer to the labor and industrial commission and the industrial commission is abolished. The commission shall nominate and the governor shall appoint, by and with the advice and consent of the senate, the director of the department to be the chief administrative officer of the department."

The Labor and Industrial Relations Commission (hereinafter called "commission") is composed of three members appointed by the Governor by and with the advice and consent of the Senate. One member of the commission who, by reason of his previous activities and interests and who is licensed to practice law in the state of Missouri, shall represent the public. Another member on account of his previous vocation, employment, affiliation or interests shall be classified as a representative of the employer. The remaining member on account of his previous vocation, employment, affiliation or interests shall be classified as a representative of the employee. A member of the commission is designated by the Governor as chairman. Historically, the representative of the public was always designated and confirmed as chairman of the commission and the present designee as chairman is also the public member designee of the commission.

Under the transfer of delegated legislative authority, the commission shall appoint a secretary who shall serve at the pleasure of the commission. The secretary shall be a citizen and a qualified voter of this state and shall have had at least five years' experience in business or public administration or office management. The secretary keeps full and true records of all proceedings of the commission and copies of all rules, regulations, decisions and orders made by the commission and is responsible to it for the safe custody and preservaion of such records and documents. Under the direction of the commission, the secretary shall have general charge of its office, superintend its clerical business, and perform such other duties as the commission may prescribe.

DUTIES

In addition to the responsibility of the overall supervision and control of the department, which has for the most part been delegated by the commission to the director of the department for administrative purposes, the commission entertains in one form or another all appeals from all decisions and awards in workers' compensation, unemployment compensation and prevailing wage cases at the highest administrative level. In connection with these appellate duties, the commission holds hearings and renders written opinions pursuant to the provisions of the Missouri Administrative Procedure Act which are, in turn, subject to review by the Supreme Court of Missouri and courts of lesser appellate jurisdiction.

The appellate workload carried out by the commission in fiscal years 1981 and 1980 is shown in the accompanying charts.

APPEALS FROM DECISION OF APPEALS TRIBUNAL

EMPLOYMENT SECURITY CASES

	1981	1980
Employee Benefit Appeals	5,309	3,648
Employer Contribution Appeals	25	59
Benefit Decisions Issued	1,583	514
Benefit Orders Issued	4,412	2,363
Contribution Decisions Issued	7	0
Contribution Orders Issued	56	35
Hearings and Oral Argument	21	18
Benefit Cases Pending June 24	962	1,443
Appeals to Circuit Court	94	81

WORKERS' COMPENSATION CASES

	1981	1980
Applications for Review of Award of Administrative Law Judge	181	187
Application for Modification of Award of Administrative Law Judge	58	44
Applications for Approval of Settlements	62	35
Awards Issued	113	75
Orders Issued	158	126
Hearings, Oral Arguments and Evidence	57	58
Cases Appealed to Circuit Courts	66	38
Applications for Review on Hand June 30	29	34
Applications for Modifications Pending June 30	24	18
Cases Pending for Review June 30	55	45
Cases Pending for Oral Arguments June 30	38	77

DIVISION OF EMPLOYMENT SECURITY

As a guide to the interpretation and application of this law (Missouri Employment Security Law), the public policy of this state is declared to be as follows: Economic insecurity due to unemployment is a serious menace to the health, morals, and welfare of the people of this state resulting in a public calamity. The legislature, therefore, declares that in its considered judgment the public good and the general welfare of the citizens of this state require the enactment of this measure, under the police power of the state, for compulsory setting aside of unemployment reserves to be used for the benefit of persons unemployed through no fault of their own. This law shall be liberally construed to accomplish its purpose to promote employment security both by increasing opportunities for jobs through the maintenance of a system of public employment offices and by providing for the payment of compensation to individuals in respect to their unemployment. (Missouri Statutes).

The Division of Employment Security is responsible for administration of job service, job preparation, and unemployment insurance programs in the state.

ENABLING LEGISLATION

The United States Congress, to meet the need for an adequate official program to deal with the nation's employment process and manpower problems, enacted the Wagner-Peyser Act of 1933. This Act established the United States Employment Service and provided for the development of a nationwide system of public employment service offices, operated by the individual states according to standards set up by the federal government.

The Federal Unemployment Insurance Tax Act provisions under the Social Security Act of 1935 first went into effect January 1937.

THE DIVISION

Costs of operating the Division, and the major part of its program costs, are paid from federal grants. These grants are derived from federal payroll taxes paid by employers and are made available by Congressional appropriations. Some special programs are funded by different federal grants through other state and federal agencies.

Contributions paid by Missouri employers as defined in the Employment Security Law are state funds set aside for the sole purpose of providing funds for the payment of weekly benefits to qualified claimants.

At the close of the fiscal year on June 30, 1981, Missouri's Employment Security Program ended its forty-fourth year of operation.

The objectives of the program are three-fold. They are:

(1) to find employment for the unemployed.

(2) to collect taxes (officially called contributions) from employers in order to build up a fund to provide unemployment insurance payments for persons unemployed through no fault of their own, and

(3) to pay unemployment insurance (officially called benefits) to those who are eligible under the law and are unemployed through no fault of their own.

To provide employment services and unemployment insurance services, sixty-nine Division of Employment Security local offices were in operation throughout the State in Fiscal Year 1981. Some of these were full service offices; some provided employment services only. Comprehensive Employment and Training Act (CETA) program administration is a responsibility of all local offices. Additional offices operate with only CETA or Work Incentive Program (WIN) responsibilities. WIN provides employment services and supportive social services to enable recipients of Aid to Families with Dependent Children to accept jobs.

To accomplish the Division's essential work, computerized systems promote streamlined central and local office operations and contribute to efficient use of staff and management information in program administration.

Included in economic data produced by the Division for the state and for use in national labor market estimates are: regular statewide and area estimates of the labor force, employment, unemployment, hours worked, earnings and labor turnover, resident labor market information used in CETA, and occupation information.

As of June 30, 1981, the Division had a total of 2,727 employees, of whom 2,403 were permanent, and 327 were temporary employees available to work on an intermittent or part-time basis. Of the permanent staff, 845 were assigned to the central office and 1,558 to the local offices throughout the state. Temporary personnel totaled 52 in the central office and 275 assigned to local offices statewide.

THE LABOR MARKET ENVIRONMENT FISCAL YEAR 1981

Operations of the Missouri Division of Employment Security are highly dependent on labor market conditions. Recessionary conditions increase the unemployment insurance workload and make the Employment Service placement function more difficult since there are fewer job openings. This situation prevailed in Fiscal Year 1981 (July 1, 1980 - June 30, 1981).

The 1980 recession is considered to have ended near the beginning of FY 1981, but recessionary conditions dominated the Missouri labor market during the most of the fiscal year. The unusually depressed conditions of the construction and motor vehicles and equipment manufacturing industries helped account for the relative severity of the recession's effects in Missouri.

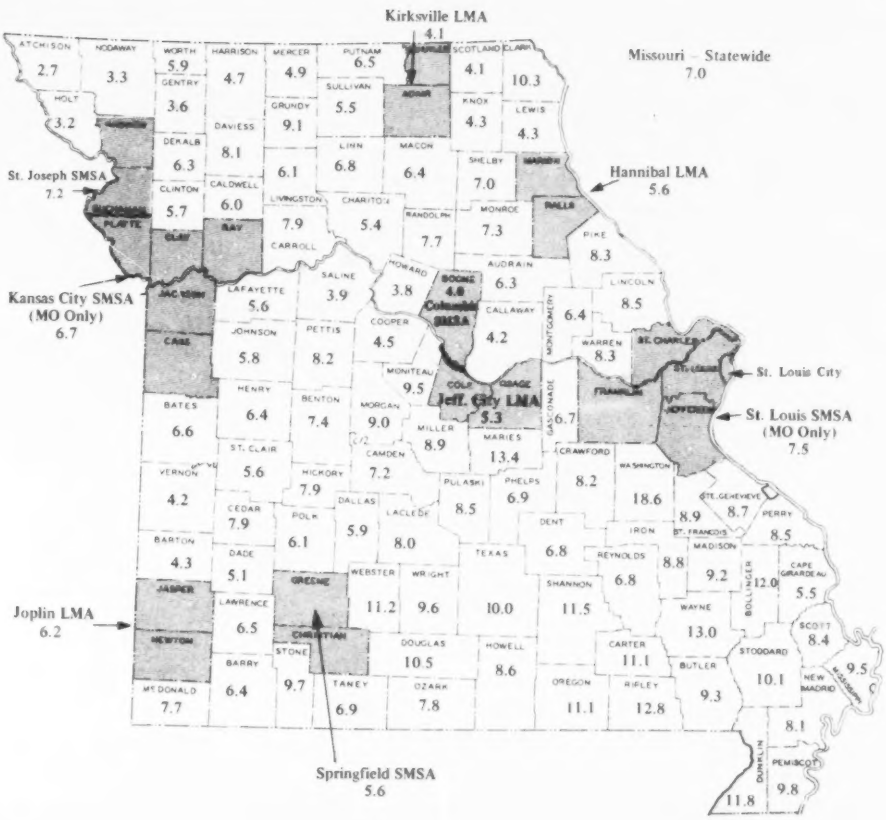
As the fiscal year began, unemployment was peaking and employment was bottoming out. On a seasonally adjusted basis, employment rose only slightly while unemployment remained at high levels during most of the first half of the fiscal year. A period of some improvement followed, roughly coincident with the unexpectedly strong national economic recovery which occurred in the first quarter of calendar year 1981. By the end of the fiscal year, employment had leveled off and unemployment edged up somewhat, as economic conditions turned stagnant.

The estimated number of nonfarm payroll jobs in Missouri fell more sharply and recovered more slowly during FY 1981 than did total employment. Average nonagricultural wage and salary employment was about 39,000 lower in FY 1981 than in 1980, with about 60 percent of the decrease accounted for by the construction and motor vehicles and equipment manufacturing industries. It was not until June 1981 that nonagricultural wage and salary employment exceeded the level of the corresponding month in FY 1980.

The number of weeks of unemployment claimed under the various unemployment insurance programs peaked in July 1930, with a slightly lower seasonal peak occurring the following January. These levels were well below the peaks reached in 1975 as a result of the long severe recession which ended in that year. The kind of prolonged strong recovery which in the past had been necessary to produce a solid influx of job openings to the Employment Service did not materialize by the end of FY 1981. Indeed, with deteriorating economic conditions, many analysts were expecting a prolonged slowdown or outright recession.

	FY 1981	FY 1980	Difference
Civilian Labor Force	2,315,000	2,300,000	+15,000
Total Employment	2,145,000	2,170,000	-25,000
Unemployment	170,000	130,000	+40,000
Unemployment Rate	7.3%	5.7%	
Nonagricultural Wage and Salary Employment	1,960,000	1,999,000	-39,000
Manufacturing	428,000	453,000	-25,000
Nonmanufacturing	1,532,000	1,546,000	-14,000

UNEMPLOYMENT RATES - 1980 ANNUAL AVERAGES



JOB SERVICE

Through its network of Job Service offices, the Division of Employment Security provides placement and referral services to the applicants and employers of the State of Missouri.

PLACEMENT

The Job Service solicits and receives job openings from employers. Applicants visit the Job Service Offices looking for work. An interviewer reviews the applicants' work experience, education, and other qualifications and then matches these qualifications to the best available job.

A computerized matching system is available in each office to match applicants with jobs. Any job order entered into the Job Bank System can be accessed by each office in the State by use of a terminal connected to the central computer in Jefferson City.

Interviewers are encouraged to develop a close relationship with employers, and visit the employers' facilities to gain a better understanding of the type of applicants an employer needs. Employers are encouraged to visit the Job Service Local Offices to observe our operation and see the type of applicants available in our applicant matching file.

JOB INFORMATION SERVICE

Each local office has a Job Information Service Section which allows job ready applicants to look at a microfiche containing job orders. Applicants can select jobs on their own. After the applicant makes a selection a staff member reviews the applicant qualifications and the job order requirements. If the applicant meets the job order requirements, the employer is contacted and the applicant is sent for a job interview.

The Job Information Service contains jobs from job bank areas which cover the entire State. There is also a microfiche which lists out-of-state clearance orders and State Personnel Merit System Announcements.

Brochures and pamphlets are available to help the applicant prepare a resume or provide information for an employment search.

JOB BANK

Job Bank is a computerized job order file listing all job openings given by employers to Job Service Offices. The orders and all activity are updated instantaneously and are accessible by Job Service Offices on-line via CRT (Cathode Ray Tube). Job orders are also produced on microfiche.

The Missouri Job Bank, which started in St. Louis as the second automated Job Bank in the Nation, operates statewide and in 10 Illinois and 12 Kansas Offices. Through this automated system these Job Service Offices are linked together to assist employers by recruiting throughout the entire Job Bank system for qualified applicants. Job applicants also have assurance that their application can be matched against job orders in the entire Job Bank network of Job Service Offices.

JOB MATCHING

Computerized Job Matching has been implemented and is operational in all the local offices in Missouri including the five counties in Kansas, included in the Kansas City metropolitan area, and the six counties in Illinois, included in the St. Louis metropolitan area.

Job Matching utilizes the computer to match applicant qualifications and preferences against employer job specifications instanteously via the Cathode Ray Tube terminals.

Services to applicants and employers can be performed faster and more efficiently with this system.

INTERAREA CLEARANCE SYSTEM

The Interarea Clearance System operating through a nationwide network of Local Job Service Offices provides service to employers by locating, selecting, and referring qualified workers from other areas when qualified workers are not available locally. Service is also provided applicants by referring them to suitable job openings when they desire employment elsewhere or when they cannot be placed locally and will accept employment elsewhere. The Interarea Clearance System supplements other employment service activities by providing information about current labor area supply and demand.

EMPLOYER SERVICES

The general economic slump which commenced in Fiscal Year 1980 created an adverse situation with regard to employer services potential throughout the State in 1981. Although the unemployment rate remained fairly steady throughout the year as a result of the depressed conditions, the total number of job openings received by Missouri's Job Service Offices has decreased by 25 percent from last fiscal year.

In an attempt to compensate for this economic downturn, all state Job Service Offices expanded employer contacts in an effort to obtain the maximum number of available job openings. In support of these efforts, concentrated training was given to local office personnel on employer contact techniques.

During this downward shift in the economy, the planning and direction of the Employer Services is focused on sources of potential job openings from firms which are least effected by economic conditions.

JOB SERVICE IMPROVEMENT PROGRAM (JSIP)

The Job Service Improvement Program is the instrument through which the Job Service is expanding communication with employers. A series of employer meetings are held in each local office location. At these meetings, the employers critique the employment services and placement functions of the local office. The local office is made aware of these criticisms and is required to prepare a plan of action for correction of all deficiencies or shortcomings obtained from the employers. This plan of action is presented to the employers at a subsequent meeting.

During FY 1981 this program was implemented in 34 local offices including the St. Louis and Kansas City metropolitan areas. It is planned to continue the implemention of the program in Job Service offices through the State.

By improving communications with the employer community and maintaining this statewide linkage, Job Service can be a more effective and efficient provider of employment services.

RURAL SERVICE

Rural Service attempts to provide a full range of employment opportunities to rural Missourians. Local and branch Job Service offices are located throughout rural areas of the State to serve rural people. These offices are not designated as rural or urban because they aim to serve all people and provide a full range of services.

A large portion of Missouri income is derived from agriculture (4.4 billion dollars), a 5% increase from last year. Dry weather reduced yields and production levels and in some areas, total crop losses.

The Missouri Job Service placed 3,476 individuals in agricultural jobs last year. Recent changes in Federal regulations have permitted placement of more individuals in agricultural employment.

All local office staff have been trained to deliver a full range of Job Service services to migrant and seasonal farmworkers, and to provide services to those migrant and seasonal farmworkers who seek our assistance as well as those whom we contact through outreach efforts.

TARGETED JOBS TAX CREDIT (TJTC)

Targeted Jobs Tax Credit (TJTC) is a federal income tax credit for employers who hire individuals from any of nine target groups within the work force: economically disadvantaged youth, Vietnam era veterans, ex-felons, Vocational Rehabilitation referrals, general assistance recipients, Supplemental Security Income recipients, Cooperative Education participants, involuntarily terminated Comprehensive Employment and Training Act employees, and Aid to Families with Dependent Children/Work Incentive recipients. The purpose of the program is to provide an advantage in the labor market for those who have the most difficulty in securing employment. It is founded on three principles: work as a way for the disadvantaged to gain the skill, training and experience they need to succeed; employment in the private sector is the best hope of solving the problem of structural unemployment; and resources targeted on those more in need. TJTC is a cost effective way of increasing private sector employment opportunities by offering tax paying businesses direct incentive to make more and better jobs available to the disadvantaged and retain these workers in the critical first two years of employment. The credit applies to those wages paid to those employees who are certified by December 31, 1982, and is applicable for two full years. The credit amounts to 50% of the first $6,000 in wages the first year and 25% the second year. During the first nine months of FY 1981, more than 7,000 individuals have been certified under this program in Missouri. The incorporation of TJTC as a part of the placement process has increased the effectiveness of the program resulting in additional job orders and placement as well as TJTC certifications.

ALIEN LABOR CERTIFICATION

The entire program of alien labor certification is strictly regulated by law - from the filing of a request for a worker by the employer to the ultimate decision-making and the ensuing notification by the U.S. Department of Labor.

An alien who wishes to immigrate for the purpose of employment (instead of on another basis, such as close relationship to U.S. citizens) is not eligible to obtain a visa or legally enter the United States until the Department of Labor has determined and certified to the Department of State and to the Immigration and Naturalization Service that:

1. Qualified United States workers are not available, and
2. Employment of the alien would not adversely affect the wages and working conditions of the workers in the United States who are similarly employed.

The Missouri Job Service local office serving the area where the alien is to be employed is responsible for the processing of forms and any required documents or written contracts after they have been completed by the employer and/or the alien.

The Department of Labor forms used for requesting certification of an alien may be obtained at any Missouri Job Service local office, Immigration and Naturalization Service Office, or from the Consulate in the foreign country where the alien claims residency.

SERVICES TO THE VETERAN

Veterans will continue to receive preferential treatment in all services offered by this State Agency.

Training of Local Veterans Employment Representatives (LVER's) and Disabled Veterans Out-Reach Program (DVOP) will be an ongoing endeavor.

LVER's and other employment representatives will assist employers with federal contracts and subcontracts to formulate Affirmative Action Plans to employ and advance in employment qualified disabled veterans and veterans of the Vietnam Era.

Monitoring of all veteran services will be conducted by the State Coordinator as well as other Veterans Employment Service Staff. Analysis of statistics will be an ongoing function to detect local offices which might need assistance in meeting national assigned goals.

SERVICES TO THE HANDICAPPED

Efforts are made by the Agency to provide employers and the public with information concerning the contributions handicapped individuals make to the labor force.

Job Service cooperates with other state agencies in the Cooperative Agreement for Handicapped Job Seekers. This involves all facets of rehabilitation, training and placement efforts on behalf of the handicapped applicant. Job Service participates with the Governor's Committee on Employment of the Handicapped, local job fairs for handicapped individuals and National Employ the Handicapped Week. Each local office has a Handicap Specialist available to assist handicapped clients.

SERVICES TO THE OLDER WORKER

The local Job Service offices place special emphasis on providing the full range of employment services to applicants forty years of age or older.

This age group is not discriminated against in seeking employment or entering training programs. The Older Worker Specialist in each local office assists the older worker in overcoming barriers to employment.

Local observance of National Employ the Older Wrokers Week is one of the many efforts undertaken to inform the public and especially employers of the capability of the older worker.

The local offices cooperate with the Division of Aging and Green Thumb to provide special services to the older worker. The local offices also participate in community seminars and training programs on the problems of older workers in obtaining employment.

SERVICES TO YOUTH APPLICANTS

Youth Specialists, available in each local Job Service Office, provide assistance to applicants between the ages of 16 and 21.

Services are provided to in-school and out-of-school youth from both high school, junior college, and college settings. In addition to placement assistance, services provided include presentations on labor market and career opportunities, organization and participation in Job Fairs and instruction in appropriate job seeking skills.

Job Service works closely with all community programs and has operated the School to Work Transition Project and the STEADY Program for the benefit of young people.

Youth Conservation Corps (YCC), Young Adult Conservation Corps (YACC), Summer Youth Employment (SYEP) programs, and Comprehensive Employment and Training Programs (CETA) are made available to interested young people.

Job development, referral and placements are the major focus of youth services.

SERVICES TO MINORITY APPLICANTS

The minority group program is designed to provide technical assistance to employers, applicants, and community groups to assure that effective employment services are made available to all groups. All Job Service operations and procedures are conducted within the full meaning and intent of state and federal Civil Rights Statutes.

The State Linkage Coordinator has the responsibility of maintaining cooperation between this Agency and the Office of Federal Contract Compliance for the purpose of assisting private sector employers in meeting equal employment opportunity obligations regarding employment of minorities.

COUNSELING

Employment counseling assistance is available to applicants desiring help to establish suitable employment goals and plans.

Individuals needing counseling assistance are referred by placement technicians and by other community agencies and institutions.

The counselors help individuals evaluate their knowledge, skills and abilities in terms of the world of work. Aptitude testing and opportunities for vocational training may also be discussed.

The counseling program is evaluated quarterly. The emphasis of this evaluation is upon quality, appropriateness of service, and the positive outcomes resulting from the counseling service. During FY 1981, 60 percent of the individuals counseled entered training, education or work.

Employment counseling is available in most local Job Service Offices, all Work Incentive Programs and some Comprehensive Employment and Training Act Offices throughout the State.

THE TRADE ACT OF 1974

The Trade Act of 1974 was enacted to provide assistance to workers separated from employment due to increased imports of goods and products. Job Service is responsible for assisting displaced workers to find equivalent employment or, when necessary, upgrading their skills through vocational or on-the-job training enabling them to obtain other suitable employment. During FY 1981, employability services were provided to 9,736 new applicants who lost their jobs due to imports. Since April 1975, Job Service Offices have provided employability services to 20,765 different applicants separated from 109 Missouri firms affected by Trade Act legislation.

FOOD STAMP PROGRAM

The Food Stamp Program was implemented under the Department of Agriculture, Food and Nutrition Service, by Act of Congress in 1964. The act was amended in January 1971 to include the requirement of work registration for Food Stamp recipients. The Act was further amended in January 1981 to require Job Search as part of the work registration process. The work registration function is accomplished by a cooperative agreement between the Division of Family Services and the Division of Employment Security. The local Job Service Office carries out the congressional intent of the work test by referral of employable Food Stamp recipients to suitable employment or training.

COMMUNITY PROGRAMS

COMPREHENSIVE EMPLOYMENT AND TRAINING ACT

The Comprehensive Employment and Training Act (CETA), first enacted in 1973, authorized a combination of programs which are designed to provide specific employment and training services needed to prepare and place eligible individuals in unsubsidized employment. The Act was amended in 1978. These 1978 amendments dramatically changed the CETA Act. The amendments require a more comprehensive program which is intended to move the participant through training components and then into unsubsidized employment. Each participant must now have an individualized Employability Development Plan which charts the course from training into unsubsidized employment. This plan must also be reviewed and modified, if needed, during the participant's enrollment in CETA programs. The amendments also require additional

eligibility determination review and follow-up activities.

The CETA Act is intended to decentralize planning and administration of local manpower programs from the Federal government to state and local governments by establishing prime sponsors on the local level. The following local government entities could apply for and be approved by the Department of Labor to be a prime sponsor:

1. Any city or county which had at least 100,000 population.
2. A consortium of two or more local units, one of which had a population of at least 100,000.
3. An entire state.
4. A state serving a balance of its territory not included in any local prime sponsor's area.

The State of Missouri in fiscal year 1981 had nine prime sponsors: Kansas City Consortium, the Balance of Jackson County, St. Louis City, St. Louis County, City of Springfield, Jefferson/Franklin Counties Consortium, City of Independence, St. Charles County and Balance of State.

In fiscal year 1981, the Division was successful in contracting with all the prime sponsors in the State for one or more of the following types of programs: Skill Training (Class Size or Individual Certification), On-The-Job Training (OJT) and Public Service Employment (PSE). The contracts provided for program administration, service to clients, payment of skill training allowances, payments of employer contracts in OJT and sub-agent contracts in PSE.

During the spring and early summer of FY 1981, many Public Service Employment (PSE) participants were phased out of their PSE jobs because of a reduction in program funds. This caused considerable concern to this Agency because of the large number of Missourians who became suddenly unemployed. In response to this situation, our Agency, in cooperation with the CETA Prime Sponsors, developed a plan whereby local office staff provided priority services to former PSE participants. This priority service was responsible for moving a large number of former PSE participants into unsubsidized jobs or other appropriate CETA training. The Missouri Job Service plan and efforts became a model which was used by the U.S. Department of Labor in their nationwide PSE re-employment effort.

The Division has developed a computerized Management Information System for the specific needs of prime sponsors. The system is intended to provide Federal reporting requirements for prime sponsors and also to handle special reporting requirements on demand. This system is presently being used by seven of the nine prime sponsors in the State.

SKILL TRAINING

The primary purpose of Institutional Skill Training is to provide to CETA eligible individuals lacking occupational skills an entry level skill which will improve their ability to enter the labor market in a training related occupation and lead to economic self-sufficiency.

There are three distinct processes involved in a skill training program. The first process is the selection of trainees and the determination of appropriate training. In many instances this involves vocational counseling and testing. The second process is the payment of training allowances to trainees. The final step is follow-up and job placement following training.

The Division has administered and contracted for all three aspects of the program with most of the State's Prime Sponsors. With a few sponsors, the contract merely covers the selection and referral process or payment of allowances.

During FY 1981, contracts to conduct Skill Training programs were signed with five prime sponsors. The contracts provided for training some 7,333 individuals at a cost of $11,060,692 including administrative costs and client services.

ON THE JOB TRAINING

The CETA On-The-Job Training Program is a cost reimbursable program for employers in both the public and private sectors of the economy. The employer in each instance, enters into a contractual agreement with the Division of Employment Security to provide employment and on-the-job training in specific occupations and pay wages as designated in the subcontract. As a result of the subcontract, the Division of Employment Security agrees to reimburse the subcontractor on a monthly basis for a portion of the cost incurred in recruiting, training and supportive services which are over and above those normally provided by the employer. Trainees are certified as eligible for the program by local offices of the Division of Employment Security

In FY 1981, contracts to conduct programs of On-The-Job Training were signed with four prime sponsors. These contracts provide for the training of 900 individuals at an estimated cost of $2,434,614 including administrative costs and service to applicants. At the time of this report, 741 individuals remain in training; in addition to those who have completed, and those to be enrolled in subcontracts written before the end of the fiscal year.

JOB CORPS

Job Corps is a live-in job skills training program funded under Title IV of the Comprehensive Employment and Training Act (CETA) of 1973 as amended. The national system of more than 65 residential centers in the United States and Puerto Rico provides basic education, vocational training, counseling, health care and similar renewal services to help economically disadvantaged young men and women (16 through 21 years of age) prepare for jobs and responsible citizenship. Enrollees in Job Corps residential centers receive room and board, clothing for work and dress, books and other learning supplies, and a cash living allowance. Part of the allowance is paid on leaving the program after satisfactory participation. A few of the centers can also accommodate young people who do not live on center but take training during the day. Training, often by skilled union workers, is given in such occupations as heavy equipment operation, auto repair, carpentry, painting, masonry, bricklaying, nursing or in a college program. Education includes reading, mathematics, social studies and preparation for the General Education Development (GED) high school equivalency examinations. Job Corps enrollees also receive instruction in general living skills, such as hygiene and grooming, getting along in the world of work and constructive use of leisure time.

During FY 1981 the new St. Louis Job Corps Center began operation. With the opening of this new center about 900 more young men and women from St. Louis will be referred for training each year. Vocational offerings available to the St. Louis Center youth have included: secretary clerk-typist, stock clerk, accounting clerk, cashier/checker, word processing, cook, baker, pantry/salad, automotive service mechanic, combination welder, machine operator, maintenance person, licensed

practical nurse (LPN), nurse assistant, electrocardiograph technician (EKG) and psychiatric aide. The following union construction trades will be added at the beginning of FY 82: carpenter, plasterer, cement mason, brick mason and painter.

There are two other residential centers in Missouri. The Mingo Job Corps Center near Puxico, Missouri, and the Excelsior Springs Job Corps Center at Excelsior Springs, Missouri. In addition to these residential centers, we have two non-residential centers. One in St. Louis, Missouri, and the other in St. Joseph, Missouri. The Missouri Job Service Local Offices have enrolled about 1700 Missouri youth in Job Corps during FY 81. Eighty-nine percent of all returning corpsmembers were placed on jobs, returned to school or entered the military.

WORK INCENTIVE PROGRAM

The Work Incentive (WIN) Program is an inter-agency program whose function is to provide employment and social services to enable recipients of Aid to Families with Dependent Children (AFDC) to move from welfare to work. The structure mandated to perform this function throughout the nation is a Department of Labor and Department of Health, Education and Welfare partnership. In Missouri, WIN is administered jointly by the Division of Employment Security and the Division of Family Services.

A distinctive feature of the program is the provision of a combination of services designed to meet the needs of the individual and made available through the joint efforts of the two agencies. This very often includes coordination and cooperation with a multiple of other employment and social services agencies in the community.

All applicants for and recipients of AFDC are required under provisions of the 1967 Amendments of Title IV of the Social Security Act to register with WIN, unless legally exempt. These legal exemptions include residents of counties not covered by the program. However, eligible AFDC recipients residing outside of the mandatory counties may volunteer. The Work Incentive Program is administered locally in the following areas of the State: St. Louis metro area which includes St. Louis City, St. Louis County, St. Charles and Jefferson Counties; Kansas City metro area which includes Kansas City, Jackson, Clay and Buchanan Counties; Southeast WIN area which consists of Cape Girardeau, Scott, Stoddard, Mississippi, New Madrid, Pemiscot, Dunklin, and Butler Counties, and the six-county area of Howell, Ozark, Douglas, Texas, Shannon and Oregon Counties. Single office areas include Springfield for Green County, Joplin for Jasper and Newton Counties and Columbia for Boone County. The WIN Program is also involved as a delivery system for employment and social services in the Employment Opportunity Pilot Program in Missouri.

FEDERAL BONDING PROGRAM

The Employment and Training Administration of the Department of Labor provides fidelity bonding coverage to qualified job applicants who are unable to obtain it. The Division of Employment Security is designated as the sponsor and is directly responsible for administering the program in Missouri. Bonding coverage is available to all individuals who cannot obtain suitable employment because they have police, credit or other records which would preclude their coverage through regular commercial channels.

The job seeker or the prospective employer may request bodning coverage by contacting any of the Job Service Offices of the Missouri Division of Employment Security. Maximum coverage of $10,000 is available at no cost to either the worker or the employer for a period of 12 months and may, if circumstances warrant, be extended an additional 6 months.

APPRENTICESHIP INFORMATION CENTERS

The Apprenticeship Information Centers are located in Kansas City and St. Louis Metropolitan areas and should be regarded as the coordinating point for the major portion of the employment service apprenticeship activities. These centers render service to all segments of the population, but have as their main objective the service to minorities, veterans and females.

The ATC areas of jurisdiction are primarily the metropolitan area where the Center is located, but in addition each center serves as a source of information for approximately half of the State of Missouri.

With the increased emphasis on apprenticeship training for youth and particularly for minorities and female applicants, the role of the ATC is becoming more important.

During the current fiscal year, a total of 3,818 new applications were received by the Centers; and during this period 4,259 were referred to apprenticeable openings, and 323 were accepted for training.

NATIONAL ALLIANCE OF BUSINESS

The National Alliance of Business (NAB) is an independent, non-profit corporation working in partnership with business, labor, government and education to reduce the unemployment problems of the disadvantaged, the youth, the ex-offender, the handicapped, Vietnam veteran and others.

The Metro is NAB's action arm and operates a decentralized program, with emphasis on local planning and direction. In each locale, the basic work of NAB is to seek job openings. The solicitation of job openings in the private sector, for targeted groups, is carried out by the Metro Chairman and Director, with a core staff and local business leaders. The work of the Metro is closely coordinated with the Advisory Board.

Nationwide, there are 76 Metros and 75 Job Service employees on loan to NAB, outstationed in the NAB Metro Offices. In Missouri, the Kansas City area has one employee on loan to NAB. These Job Service employees are called Manager, Employment and Training. Their job is to act as a liaison person between Job Service and NAB, and to coordinate the receipt of job orders which may be generated by NAB activity and the referral of applicants to fill these orders.

UNEMPLOYMENT INSURANCE

The Unemployment Insurance (UI) program provides protection to workers against loss of income during periods of involuntary unemployment. Payment of benefits to eligible claimants is made from a trust fund supported by a tax on the

payroll of Missouri employers covered by the Employment Security Law. No part of the unemployment tax is deducted from the worker's wages. The benefits paid to unemployed workers serve to support the economy of the state by helping maintain the level of purchasing power.

Eligible claimants can qualify for up to 26 weeks of wage loss compensation under the State's U.I. program. During periods of high unemployment, the Extended Benefits (EB) program provides up to 13 more weeks of entitlement for the long term unemployed who have exhausted all regular program entitlement and qualify for the extended program.

During fiscal year 1981 jobless workers who claimed benefits under the State's regular U.I. program received $289.2 million. The average weekly payment was $87.48.

The Extended Benefits program was in effect during the entire fiscal year with benefit payments amounting to $63.8 million. Federal funds reimbursed the trust fund for $30.8 million of the extended benefit payments.

During the fiscal year the balance in the trust fund decreased from $223.0 million to $40.7 million.

TAX FUNCTIONS

The mission of the Contributions Section of the Unemployment Insurance Program is to ensure that all workers covered by the program are properly credited with the wages they have earned and that all employers pay the correct amount of contributions.

On June 30, 1981, there were 111,940 employers with active accounts reporting 2,102,642 employees. The amount of tax paid by these employers dropped for the second successive year due to the change in the rate tables that became effective in 1980. Total contributions collected were $111,654,335 which was a reduction of $46,705,879 from the prior fiscal year and a reduction of $107,902,628 from the 1979 FY. The total amount of contributions and fund reimbursements still due and subject to collection efforts, including all past periods, is $3,825,807. At the close of the fiscal year there were only $40,742,147 available in the unemployment compensation fund from which benefits are paid. This is a reduction in the fund balance of $182,247,216 during the fiscal year.

During this fiscal year 15,117 new employers were found to be subject to the provisions of the law. Of this number 9,568 were businesses that were not previously liable and 5,549 were businesses that changed ownership. There were 14,268 employers who terminated their coverage either by ceasing to employ sufficient workers or by sale of their business.

The section maintained the employers' records, contacted new employing units and transfered accounts during the fiscal year.

Seventy-nine field auditors working out of the Division's local offices assist employers in complying with the tax provisions of the Employment Security Law. The auditors also handle tax enforcement problems and inform employers of their rights and responsibilities under the law.

During FY 1981 the auditors made 57,481 reported contacts with employers, accountants and attorneys in the performance of their duties. In addition to securing delinquent contribution and wage reports and collecting delinquent taxes, the auditors performed 4,803 audits. The auditors found overreported tax in the amount of $114,282, underreported tax in the amount of $264,994, overreported taxable wages in the amount of $6,378,102 and underreported taxable wages in the amount of $13,907,862. The auditors also found 4,851 workers covered under the law which employers had failed to report.

BENEFITS

One of the prime objectives of the Division is the prompt payment of unemployment benefits to eligible claimants. The delivery of a benefit check to a claimant is the final step in a chain of events which begins with the filing of an initial claim for benefits in one of the Division's local offices. The issues involving eligibility of a claimant and whether or not a disqualification is to be assessed are investigated and originally determined in the local offices by specially trained staff.

Under the Interstate Benefit Payment Plan which is subscribed to by all states, a worker can file a claim for benefits against any state in any local office in the United States, Canada, Puerto Rico, or the Virgin Islands. The state through which the claim is filed (the agent state accepting the claim) makes reports and supplies facts to the "liable" or paying state.

Missouri claims takers accepted 36,767 initial claims and 297,551 claims for weeks of benefits against other states. Claims against Missouri, as liable state, number 26,427 initial claims and 211,908 weeks claimed.

Missouri subscribes to the Interstate Arrangement for Combining Wages. The plan permits the wages earned in a number of states to be combined under a single claim to enable an individual who has worked in more than one state to qualify for unemployment insurance.

CONDITIONS

A person must have worked and earned certain qualifying wages to be entitled to any unemployment insurance benefits. In the fiscal year ending June 30, 1981, there were 52,043 people who filed claims and were not entitled to benefits because they had not met this initial requirement.

In addition to having sufficient wage credits, there are other conditions in the Missouri Employment Security Law which a claimant must meet in order to qualify for benefits. The first pertains to the reason for the claimant's job separation or refusal of suitable work, and the second, to eligibility during the claim period. Issues affecting eligibility can be raised by the claimant's former employers or through information secured from the claimant when the claim is filed. Before a disqualification or denial of benefits is imposed, a Division deputy is required to make an investigation, weighing all the facts involved in accordance with the requirements of the law. Determinations were made on 209,797 disputed claims during 1981. The claimant was disqualified or benefits denied for one or more weeks in 143,416 of these cases.

Voluntarily leaving a job without good cause attributable to the work or the employer was the primary reason for denial. In voluntary quit cases, the claimant is required to earn wages equal to ten times the weekly benefit to remove the disqualification. The same penalty applies if a claimant refuses suitable work without good cause. Misconduct connected with the work was another major reason for denial. The usual penalty for individuals discharged for misconduct connected with work is denial for one to sixteen weeks, depending on the seriousness of the act. In cases of aggravated misconduct, all or part of the wage credits earned with the employer involved can be canceled.

Other issues for which a claimant may be denied benefits for one or more weeks are failure to actively seek work,

unavailability for work because of health or other reasons, unemployment resulting from a labor dispute, and receipt of pensions. Many claimants were denied benefits or received reduced benefits because of earnings or other remuneration.

BENEFIT PAYMENT CONTROL PROGRAM

The Division conducts a benefit payment control program to prevent and detect improper payments.

The primary means of detection is a quarterly crossmatch of employer wage reports with benefit payments. During Fiscal Year 1981, 15,651 cases of improper payment were detected, resulting in overpayments established in the amount of $2,999,084.01. During the same period, unemployment insurance benefits paid on all programs administered by the Division amounted to $350,045,496. The percentage of overpayments to benefits paid was .9 of 1 percent.

Missouri also conducts a "border crossmatch" with the State of Kansas. Overpayments totalling $112,610.85 resulted from this audit process.

Collection of overpayments has a high priority in the benefit payment control program. During the year, the Division recovered $2,101,382.03 of the benefits improperly paid. The Special Collections Units in Kansas City and St. Louis collected cash restitution of $389,504.43 during the fiscal year. Comparing collections with overpayments established shows the Division collected 70.1 percent of overpayments established.

FEDERAL PROGRAMS

In addition to administering the state unemployment insurance programs, the Division acts as agent of the federal government in the administration of federally funded programs which Congress has enacted to provide income maintenance to some people who are not protected by the state program.

Under these federal programs, the claimant must meet the same or similar eligibility requirements as the claimant for regular unemployment benefits. These federal programs are:

(1) Unemployment Compensation for Federal Civilian Workers.

(2) Unemployment Compensation for Ex-Servicemen and Women.

(3) Training Allowances under the Comprehensive Employment and Training Act. These allowances are paid under contracts with designated prime sponsors throughout the State.

(4) Disaster Unemployment Assistance. This program provides benefits to those who are unemployed because of a major natural disaster. It is operative when a declaration has been made by the President that a major disaster has occurred.

(5) Extended Benefits. During periods of unusually high unemployment, claimants who have exhausted their regular benefits are entitled to Extended Benefits equal to fifty percent of their original entitlement. The federal government finances fifty percent of the cost of Extended Benefits, except for state and local government entities which finance this program. During the fiscal year, $67,822,162 was paid in benefits under this program.

(6) Trade Readjustment Allowances. These are payable to those people whose unemployment has been certified by the Secretary of Labor as due to the adverse effects of imports or tariff rules and regulations. These payments are designed to supplement any unemployment benefits the person has received or will receive. During the fiscal year, $91,738,656 were paid in benefits under this program.

(7) Work Incentive Allowances. These are incentive allowances paid to those individuals enrolled in the Work Incentive Program.

APPEALS

The Missouri Employment Security Law provides for appeals from deputies' determinations concerning unemployment insurance benefits and employer liability. After an appeal is filed, a trial-type hearing is conducted by an Appeals Referee who then renders a written decision. The decision of the Appeals Referee is subject to review by the Labor and Industrial Relations Commission upon timely application by the aggrieved party.

During fiscal year 1981, the staff of thirty-nine Appeals Referees and seventy-one support personnel dealt with a record number of appeals. The number of cases decided was 45 percent greater than in FY 1980. There were 31,857 unemployment insurance appeals involving individual claimants resolved by written decisions or orders, and 1,810 hearings were conducted which involved claimants who had filed claims against other states. In addition, 134 cases involving 1,839 claimants unemployed as a result of labor disputes and 122 appeals concerning employer tax liability were heard and decided.

FIELD OPERATIONS

Field Operations has line authority over the local office managers in the administration of the Employment Security Job Service and Unemployment Insurance Programs throughout the State.

The Operations provides liaison between technical specialists, program supervisors, and local office managers, and through coordinating efforts functions in securing proper emphasis and attention for each program and activity.

These changes in local offices were made during the year:

St. Louis County WIN relocated to Overland. Jennings and Mehlville changed to full-function offices from original designation as sub-offices. The sub-office at Des Peres closed June 30, 1981. The Grandview Office was relocated to a more desirable location. The Malden Office moved to temporary quarters after a tornado on April 22, 1981, destroyed the building in which the office operated. The Fulton Office started unemployment insurance operations in addition to employment service.

The local office changes were based on consideration of community needs, accessibility to the public and to provide necessary services at the lowest practical costs.

MISSOURI LABOR FORCE SUMMARY

(In 000's)

	Ann. Aver. 1980	Ann. Aver. 1979	% Change 1979 to 1980
Civilian Labor Force	2,295	2,293	.09
Employed	2,134	2,188	-2.5
Unemployed	161	104	54.8
Unemployed Percent	7.0	4.5	

Benchmarked to 1980 CPS Estimates.

MISSOURI EMPLOYMENT AND EARNINGS 1980 ANNUAL AVERAGES

Industry Title	Employment	Average Weekly Earnings	Average Weekly Hours	Average Hourly Earnings
TOTAL NON-AGRICULTURAL INDUSTRIES	1,969,400	NA	NA	NA
TOTAL MANUFACTURING	435,900	$284.59	39.2	$7.26
DURABLE GOODS	243,200	310.84	39.8	7.81
Lumber & Wood Products	10,500	176.06	37.3	4.72
Furniture & Fixtures	8,100	220.08	39.3	5.60
Stone, Clay & Glass Products	13,600	314.82	39.8	7.91
Primary Metal Industries	16,100	368.14	39.5	9.32
Fabricated Metal Products	30,200	309.50	40.3	7.68
Machinery exc. Electrical	36,900	333.20	40.0	8.33
Electric & Electronic Equipment	52,600	288.55	40.3	7.16
Transportation Equipment	59,800	390.67	40.4	9.67
Instruments & Related Products	7,100	231.82	39.9	5.81
Misc. Mfg. Inds.	8,300	171.11	36.1	4.74
NONDURABLE GOODS	192,700	252.29	38.4	6.57
Food & Kindred Products	46,100	305.21	41.3	7.39
Textile Mill Products	700	218.95	40.1	5.46
Apparel & Other Textile Products	30,400	158.85	35.3	4.50
Paper & Allied Products	13,000	271.72	39.9	6.81
Printing & Publishing	37,200	286.48	37.4	7.66
Chemicals & Allied Products	29,800	354.05	41.8	8.47
Leather & Leather Products	22,600	151.89	34.6	4.39
Other Nondurable Goods	12,900	248.58	38.6	6.44
TOTAL NON-MANUFACTURING INDUSTRIES	1,533,500	NA	NA	NA
Mining	7,700	NA	NA	NA
Construction	79,800	NA	NA	NA
Transportation & Public Utilities	138,900	NA	NA	NA
Wholesale & Retail Trade	464,300	NA	NA	NA
Finance, Insurance & Real Estate	108,300	NA	NA	NA
Services	395,800	NA	NA	NA
Government	338,700	NA	NA	NA

BLS establishment series based on 1972 Standard Industrial Classification. Hours and Earnings data relate to production workers only, and are available only for manufacturing industries.

JOB SERVICE ACTIVITIES FISCAL YEAR 1981

LOCAL OFFICE	JOB OPENINGS NON AG.	NEW APP. TRANS.	NON AG. REFERRALS TRANS.	NON AG. PLACEMENTS TRANS.
STATEWIDE*	156,013	415,638	368,727	112,231
Ballwin	1,566	5,084	3,127	694
Blue Springs	805	3,536	3,830	871
Bolivar	378	1,661	589	272
Boonville	579	854	955	495
Branson	2,054	3,035	4,106	1,523
Brentwood	1,735	9,040	3,802	1,596
Camdenton	1,793	1,850	4,178	1,105
Cape Girardeau	3,239	8,856	4,429	2,578
Cape Girardeau WIN	10	275	20	18
Carthage	1,465	2,329	3,679	1,081
Caruthersville	1,020	2,706	2,006	946
Caruthersville WIN	9	456	85	39
Chillicothe	2,135	4,140	5,077	1,507
Clinton	979	2,914	2,858	839
Clinton (WIN EOPP)	0	70	0	0
Columbia	3,178	6,513	10,123	1,760
Columbia WIN	16	288	345	67
Crestwood	2,722	12,816	8,150	468
Crystal City	1,975	8,955	4,677	1,452
Crystal City WIN	12	863	172	56
Des Peres	1,147	2,025	5,156	478
Dexter	1,244	3,265	3,057	811
Dexter WIN	19	269	185	45
Eldon	1,025	1,535	2,468	795
Ferguson	1,224	9,223	7,775	1,510
Ferguson (Kinloch STEADY)	37	146	79	38
Flat River	1,874	7,389	3,264	1,683
Florissant	1,715	6,022	4,209	1,054
Fulton	665	1,539	1,821	453
Gladstone	9,454	13,868	27,111	6,856
Grandview	2,727	9,454	7,420	1,818
Hannibal	1,611	3,788	3,171	1,338
Independence	3,324	10,797	10,160	2,719
Jefferson City	2,556	6,113	5,727	1,799
Jennings	871	4,868	2,408	838
Joplin	4,813	9,087	13,525	3,051
Joplin Temp. Labor	2,914	233	2,735	2,738
Joplin WIN	2	739	93	10
Kansas City	11,546	22,697	25,117	5,084
Kansas City Temp. Labor	1,096	256	1,111	1,110
Kansas City Central CETA	5	156	330	41
Kansas City CETA Consrt.	17	99	102	95
K.C. DT Trans. Proj.	37	287	403	115
Kansas City North WIN	26	411	196	35
Kansas City South	2,532	6,997	5,443	852
K.C. WIN (Independence)	80	567	53	49
K.C. WIN (Metro)	344	2,201	808	413
Kennett	1,230	3,364	2,173	1,162
Kennett WIN	8	406	23	15
Kirksville	824	3,155	2,560	566

LOCAL OFFICE	JOB OPENINGS NON AG.	NEW APP. TRANS.	NON AG. REFERRALS TRANS.	NON AG. PLACEMENTS TRANS.
Lebanon	2,377	6,058	6,296	1,977
Lexington	1,471	3,508	4,396	1,015
Liberty	1,305	4,798	5,997	1,622
Malden	634	2,272	1,619	648
Marshall	1,761	2,238	3,773	1,657
Marshall (WIN EOPP)	0	178	0	0
Marshfield	619	1,319	958	536
Maryville	1,281	2,808	2,805	905
Mehlville	924	5,959	3,778	770
Mexico	1,453	2,644	3,404	1,094
Moberly	1,642	2,945	5,682	1,420
Monett	2,703	4,431	4,144	2,379
Neosho	1,376	3,193	2,801	1,032
Nevada	1,750	3,421	4,232	1,294
Noel	863	960	2,196	629
Poplar Bluff	2,474	7,374	4,062	1,986
Poplar Bluff WIN	13	391	72	26
Rock Port	816	1,650	1,085	699
Rolla	2,264	6,442	6,251	1,665
St. Ann	5,895	10,949	12,745	2,517
St. Charles	2,628	10,190	8,392	1,588
St. Charles WIN	1	495	180	22
St. Joseph	3,354	7,106	6,537	2,669
St. Joseph North	1,106	3,765	3,222	823
St. Joseph WIN	65	403	986	108
St. Louis	7,002	23,040	16,564	4,018
St. Louis CETA	9	828	158	19
St. Louis County Area CETA	1,148	0	3	3
St. Louis (HRDI)	244	96	108	107
St. Louis North	2,388	12,229	6,458	1,282
St. Louis North County WIN	0	1,315	797	150
St. Louis South	3,277	11,638	9,081	1,874
St. Louis South County WIN	2	1,299	394	180
St. Louis Temp. Labor	3,833	358	3,832	3,830
St. Louis WIN (City)	0	4,222	1,039	344
Sedalia	2,115	5,637	5,243	1,785
Sedalia (Warren/Lex.)	0	78	0	0
Sedalia (Warrensburg WIN)	0	101	0	0
Sedalia (WIN EOPP)	0	263	0	0
Sikeston	2,240	5,827	4,436	1,931
Sikeston WIN	78	966	138	93
Springfield	4,663	16,111	7,677	3,972
Springfield CETA	1,175	3,268	1,303	1,141
Springfield Temp. Labor	852	96	849	848
Springfield WIN	82	1,561	142	84
University City	3,054	5,981	3,988	1,397
Warrensburg	1,000	3,591	3,355	767
Washington	1,407	7,235	5,503	1,072
West Plains	1,635	6,379	3,213	1,232
West Plains WIN	397	699	127	83

* Local Office figures do not add up to Statewide totals due to exclusion of some CETA and Non-ES reporting locations.

UNEMPLOYMENT INSURANCE PROGRAMS

Fiscal Year	Average Monthly Number of Covered Workers	Covered Employers January 1 Each Year	Amount of Wages in Covered Employment		Average Weekly Wages Paid to Covered Workers	Average Contribution Rate	Total Contributions Collected 2/	Interest Earned on Reserve Fund	Funds Available for Payment of Benefits at June 30th	Net Unemployment Insurance Payments 3/	Number of Weeks for Which Unemployment Insurance was Paid	Average Weekly Benefit Amount for Total Unemployment	Average Duration of Benefit Claims in Weeks
			Total	Taxable									
1938	537,677	9,001	$ 341,362,000	$ 341,362,000	$24.42	2.70	$24,352,801	$ 48,558	$24,401,359	4/	4/	4/	4/
1939	556,125	11,008	730,430,000	730,430,000	25.26	2.70	19,170,605	688,103	41,594,728	$2,665,339	325,308	$ 8.48	1/
1940	539,379	12,018	708,673,000	708,673,000	25.27	2.70	19,605,934	1,132,914	55,669,580	6,663,997	793,811	8.99	1/
1945	731,943	12,689	1,529,417,000	1,368,202,000	40.18	2.11	27,306,293	2,512,849	152,883,305	953,094	71,453	14.47	7.6
1950	762,570	16,880	2,220,225,000	1,805,488,000	55.99	1.29	23,326,625	3,998,342	185,376,937	25,214,622	1,535,947	17.14	11.2
1955	845,748	19,308	3,260,077,000	2,311,065,000	74.13	.75	16,237,338	4,902,265	202,242,090	32,573,400	1,615,715	21.43	12.4
1960	961,430	35,279	4,473,172,000	2,758,522,000	89.47	1.06	30,018,531	5,658,630	200,613,205	36,919,618	1,403,773	28.17	10.4
1965	1,026,723	37,701	5,697,383,836	3,185,021,131	106.71	1.36	43,246,467	7,363,458	223,937,139	33,915,676	1,081,469	33.63	10.6
1970	1,201,616	40,693	8,489,252,254	3,928,391,795	135.86	0.95	37,369,445	12,766,660	271,210,684	57,120,100	1,291,999	47.51	9.0
1971	1,175,921	41,754	8,854,753,699	3,698,840,662	144.81	1.05	38,983,509	13,606,641	239,863,498	83,583,445	1,784,726	49.23	12.5
1972	1,263,638	42,223	9,877,469,615	4,838,926,539	150.32	1.04	47,868,211	11,625,518	221,250,581	75,630,589	1,597,342	49.88	12.7
Extended benefits paid from January 1, 1972 to April 1, 1972							2,430,498			4,862,580	100,926	48.76	6.6
1973	1,414,286	79,327	11,319,959,216	5,504,356,000	153.92	1.09	64,813,510	11,024,477	224,609,998	72,460,998	1,433,000	53.15	12.2
1974	1,460,144	83,027	12,351,420,864	5,739,993,048	162.67	1.49	78,234,035	12,410,568	234,214,223	81,500,146	1,549,067	55.02	11.1
1975	1,428,292	84,250	13,015,136,478	5,585,158,481	175.24	1.58	94,755,962	14,091,176	157,525,649	177,862,312	3,052,909	61.19	12.9
Extended benefits paid from February 1, 1975 to June 30, 1975							7,010,599			14,814,059	257,337	56.05	7.2
1976	1,442,023	85,578	14,094,084,739	5,949,048,981	187.96	2.42	129,111,497	7,165,528	83,149,627	184,945,823	2,679,521	72.44	14.7
Extended benefits paid during fiscal year 1976							28,692,373			55,460,449	816,250	69.37	9.0
1977	1,497,019	86,208	15,687,256,437	6,392,732,774	201.52	2.63	175,960,071	3,753,137	98,396,706	147,662,549	2,187,515	73.61	12.4
Extended benefits paid during fiscal year 1977							15,827,439			32,408,796	480,469	69.49	8.5
1978	1,686,914	109,884	18,893,899,220	7,919,741,518	215.39	2.47	188,264,549	7,958,148	151,157,822	136,137,360	1,854,061	74.87	11.2
Extended benefits paid during fiscal year 1978							5,971,654			11,808,126	170,802	70.99	8.2
1979	1,870,019	108,432	22,353,943,294	9,196,605,277	229.88	2.32	225,502,535	11,377,366	254,810,516	132,966,550	1,808,995	76.51	10.4
1980	1,878,866	114,165	24,305,719,307	9,321,569,210	248.78	1.32	168,296,152	19,898,747	222,989,363	219,322,074	2,664,078	83.39	11.8
Extended benefits paid beginning June 1, 1980							2,300,000			3,227,325	43,778	79.08	2.5
1981	1,845,000 5/	112,187	25,900,000,000 5/	9,400,000,000 5/	270.00 5/	1.40 5/	124,576,952	15,286,863	40,742,147	289,248,002	3,131,154	90.93	14.0
Extended benefits paid during fiscal year 1981							30,642,000			63,796,647	763,251	87.51	9.7

1/ Data not available.

2/ Includes receipts from reimbursable accounts after January 1972, reimbursements from other states and reimbursements from the federal government with respect to the payments of extended benefits. Adjusted for refunds of contributions and for dishonored contributions checks.

3/ Includes disbursements to claimants of reimbursable accounts after January 1972 and disbursements to other states. Both state and federal shares of extended benefits are listed.

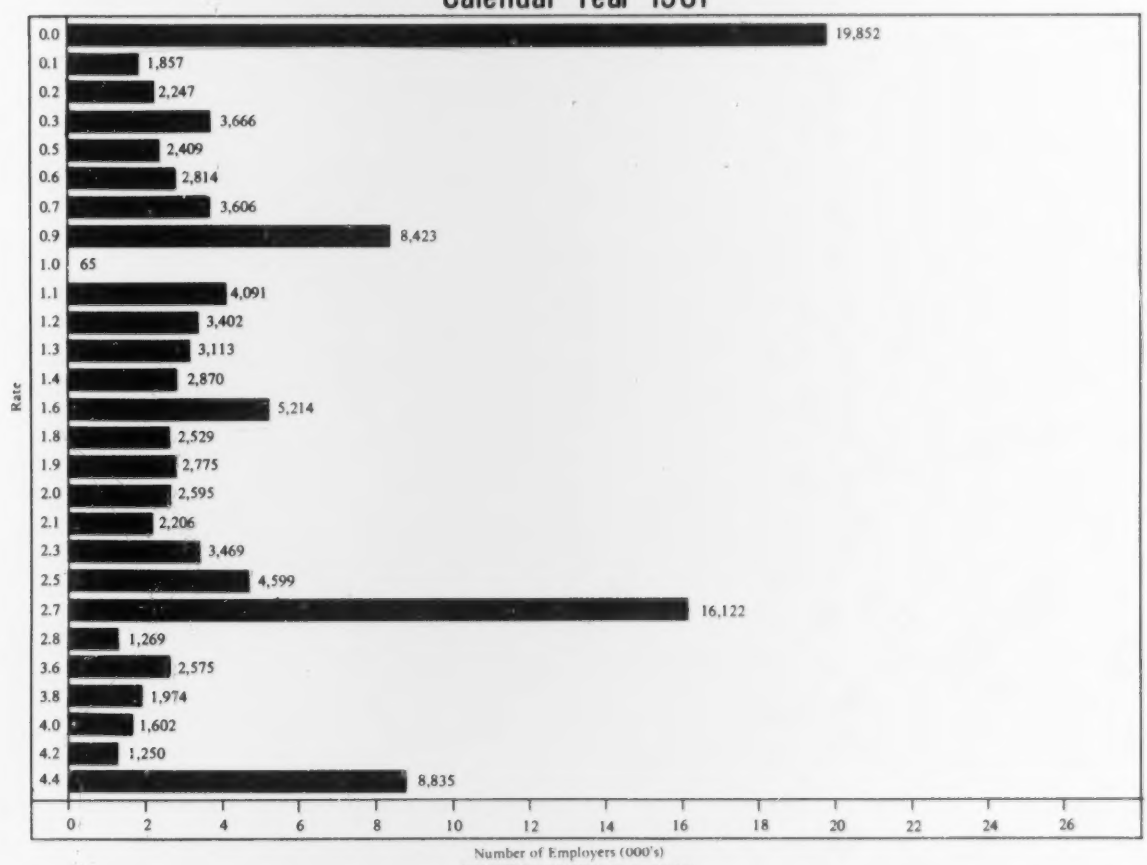
4/ Benefits first became payable in January 1939.

5/ Estimated from January 1 through June 30.

UNEMPLOYMENT COMPENSATION FUND

Balance on Hand, July 1, 1980	$222,989,362.78
RECEIPTS	
Federal Employees Compensation Account	$ 2,229,500.00
Net Contributions Collected	111,654,335.91
Interest Credited by U.S. Treasury	15,286,862.55
Reed Bill Reimbursements	543,123.20
Reimbursable - State & Other Local Governments	5,860,614.55
Reimbursable - State Hospital & Higher Education	1,338,301.44
Reimbursable - Nonprofit Organization	2,311,491.15
Regular Extended MA Portion	30,642,000.00
CWC Reimbursements	3,412,211.77
TOTAL RECEIPTS	$173,278,440.57
DISBURSEMENTS	
Federal Employees Compensation Account	$ 2,189,106.57
Net Benefits Paid to Claimants	$273,903,032.43
Reed Bill Disbursements	339,221.27
Reimbursable - State & Other Local Governments	5,657,470.22
Reimbursable - State Hospital & Higher Education	1,137,351.82
Reimbursable - Nonprofit Organization	2,378,289.82
Net Regular Extended Benefits - State Portion	33,048,525.04
Net Regular Extended Benefits - MA Portion	30,748,119.45
CWC Disbursements	6,151,855.10
FSB Disbursements	(27,315.20)
TOTAL DISBURSEMENTS	$355,525,656.52
BALANCE ON HAND, June 30, 1981	$40,742,146.83
CASH BALANCE, June 30, 1981	
Clearing Acount, Central Trust Bank, Jefferson City, Missouri	66,075.85
Trust Fund Account, U.S. Treasury	$42,976,656.16
Benefit Payment Account Landmark North County Bank St. Louis, Missouri	$(2,300,585.18)
	$ 40,742,146.83

EMPLOYERS BY CONTRIBUTION RATE 1/
Calendar Year 1981



EXPERIENCE RATING

CONTRIBUTION RATES WERE COMPUTED FOR 115,424 EMPLOYERS

81,797 were assigned rates below the normal rate of 2.7%.
16,122 were assigned the normal rate of 2.7%.
1,269 were assigned the new construction employer rate of 2.8%.
16,236 were assigned rates of 3.6% to 6.0% (employers eligible for calculated rates and having deficit account balances.)

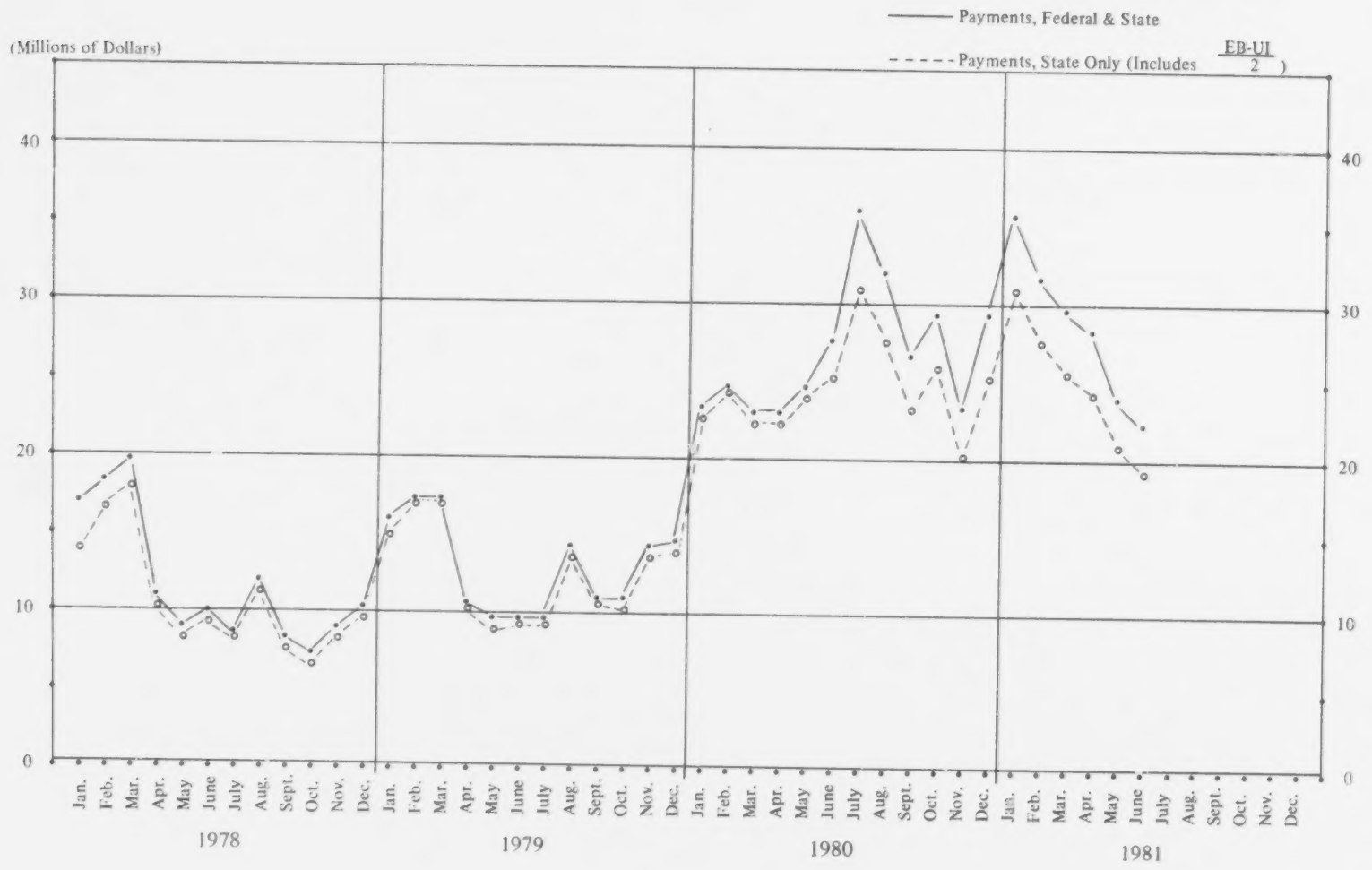
1/ All contribution rates were increased by 0.5% effective April 1, 1981.

UNEMPLOYMENT INSURANCE CONTRIBUTIONS AND BENEFITS BY COUNTY OF RESIDENCE
ALL PROGRAMS FISCAL YEAR 1981

COUNTY OF RESIDENCE	NET EMPLOYER CONTRIBUTIONS*	INITIAL CLAIMS	WEEKS CLAIMED	WEEKS PAID	AMOUNT OF BENEFIT PAYMENTS** STATE UI	FED	TOTAL
STATEWIDE	$111,654,335	712,924	5,091,740	3,998,268	$305,028,862	$45,022,058	$350,050,920
Adair	389,338	2,517	16,133	12,992	1,055,926	102,595	1,158,521
Andrew	57,749	1,192	7,198	5,652	471,979	36,603	508,582
Atchison	123,131	268	2,056	1,459	106,963	9,787	116,750
Audrain	408,990	3,737	28,918	25,682	1,955,433	175,682	2,131,115
Barry	452,667	4,009	25,496	18,946	1,405,993	160,592	1,566,585
Barton	140,313	1,106	5,790	3,871	297,407	30,193	327,600
Bates	109,614	1,836	12,829	9,424	733,012	92,723	825,735
Benton	129,885	1,599	11,769	8,049	673,218	120,868	794,086
Bollinger	120,017	3,863	16,208	13,036	929,240	83,859	1,013,099
Boone	1,440,614	5,428	41,054	30,447	2,407,513	306,967	2,714,480
Buchanan	1,908,638	13,553	88,652	68,623	5,193,000	658,777	5,851,777
Butler	831,807	7,120	51,463	39,188	2,657,973	469,041	3,127,014
Caldwell	94,994	1,054	6,646	4,963	397,938	36,300	434,238
Callaway	1,205,302	2,639	20,719	16,882	1,372,974	165,161	1,538,135
Camden	556,233	3,084	23,964	18,889	1,385,514	156,806	1,542,320
Cape Girardeau	1,440,678	10,521	59,748	46,631	3,504,079	394,813	3,898,892
Carroll	137,396	1,796	11,237	9,361	707,405	82,801	790,206
Carter	56,862	958	7,790	5,829	370,690	102,984	473,674
Cass	422,926	7,116	43,801	32,209	2,477,430	393,709	2,871,139
Cedar	162,658	3,147	13,688	10,752	671,198	95,433	766,631
Chariton	106,359	1,549	7,199	5,701	406,669	36,650	443,319
Christian	217,528	3,090	21,208	16,238	1,257,131	158,321	1,415,452
Clark	56,379	264	1,903	1,517	106,441	15,608	122,049
Clay	3,174,837	16,566	109,692	81,768	6,790,118	781,987	7,572,105
Clinton	114,645	1,644	11,028	8,971	719,142	85,670	804,812
Cole	1,020,149	5,072	37,351	30,392	2,368,401	284,954	2,653,355
Cooper	199,582	2,274	9,125	6,950	533,113	46,666	579,779
Crawford	232,679	4,111	22,408	18,267	1,349,975	179,654	1,529,629
Dade	57,786	969	5,575	4,034	301,042	48,133	349,175
Dallas	137,301	1,456	11,054	7,958	568,148	101,264	669,412
Daviess	57,055	1,148	7,088	5,739	451,835	48,385	500,220
DeKalb	72,049	835	5,866	4,702	361,866	39,824	401,690
Dent	220,452	3,888	16,154	12,782	781,667	96,018	877,685
Douglas	138,986	2,394	13,574	10,215	710,984	107,020	818,004
Dunklin	649,463	8,963	48,823	36,751	2,530,778	353,310	2,884,088
Franklin	1,307,362	19,697	131,907	113,225	8,977,190	1,147,277	10,124,467
Gasconade	274,524	3,954	18,570	15,655	1,132,395	129,844	1,262,239
Gentry	82,343	647	3,302	2,434	178,649	17,779	196,428
Greene	4,133,431	21,272	158,480	119,174	9,010,512	1,323,319	10,333,831
Grundy	153,691	1,684	9,644	8,003	597,333	70,519	667,852
Harrison	82,723	881	5,414	4,097	297,103	40,415	337,518
Henry	317,027	2,908	17,603	13,535	1,006,822	136,874	1,143,696
Hickory	32 880	725	6,401	4,828	342,030	71,512	413,542
Holt	84,902	338	2,388	1,907	160,802	13,889	174,691
Howard	85,084	1,310	4,722.	3,682	292,200	25,524	317,724
Howell	667,635	9,179	40,040	28,702	2,028,077	251,617	2,279,624
Iron	290,019	2,218	14,780	11,939	899,228	135,056	1,034,284
Jackson	17,485,119	79,014	571,257	419,915	32,880,905	4,749,057	37,629,962
Jasper	1,861,199	13,219	77,851	56,111	4,160,689	460,954	4,621,643
Jefferson	1,250,666	28,305	208,733	176,095	14,515,264	2,071,046	16,586,310
Johnson	330,211	4,973	27,364	20,307	1,392,028	344,595	1,736,623
Knox	46,001	509	2,438	2,030	149,037	16,333	165,370
Laclede	577,709	4,955	24,961	17,192	1,142,719	175,576	1,318,295
Lafayette	275,132	4,959	28,056	22,863	1,784,819	177,627	1,962,446
Lawrence	287,522	4,051	23,890	17,598	1,347,935	167,211	1,515,146
Lewis	118,192	824	4,877	3,874	289,323	26,279	315,602
Lincoln	239,034	3,656	22,099	18,466	1,398,120	208,961	1,607,081
Linn	412,079	2,858	15,479	12,618	916,459	83,071	999,530

COUNTY OF RESIDENCE	NET EMPLOYER CONTRIBUTIONS*	INITIAL CLAIMS	WEEKS CLAIMED	WEEKS PAID	AMOUNT OF BENEFIT PAYMENTS** STATE UI	FED	TOTAL
Livingston	372,885	2,204	11,851	9,566	731,140	77,901	809,041
McDonald	241,426	1,456	9,211	6,054	451,831	64,314	516,145
Macon	192,787	3,676	16,424	13,441	1,067,598	97,016	1,164,614
Madison	246,097	2,949	15,367	12,248	914,578	113,670	1,028,248
Maries	39,774	1,687	10,777	9,314	691,806	93,647	785,453
Marion	422,143	2,917	19,171	15,009	1,131,611	124,516	1,256,127
Mercer	33,818	248	1,894	1,296	96,901	9,683	106,584
Miller	428,181	2,945	23,126	19,136	1,383,742	160,945	1,544,687
Mississippi	305,561	4,175	20,037	15,453	1,074,550	105,948	1,180,498
Moniteau	306,698	2,304	12,317	10,417	802,229	60,456	862,685
Monroe	190,502	1,121	7,074	5,761	451,176	41,317	492,493
Montgomery	139,222	1,378	8,899	7,470	590,301	64,704	655,005
Morgan	217,720	2,323	15,942	11,947	839,914	120,470	960,384
New Madrid	474,452	4,213	24,971	19,666	1,364,050	186,802	1,550,852
Newton	637,287	4,238	26,633	18,539	1,427,228	151,252	1,578,480
Nodaway	209,061	1,131	7,447	5,692	469,360	44,207	513,567
Oregon	75,894	1,661	10,870	7,251	473,827	103,721	577,548
Osage	76,010	1,212	8,061	6,854	525,405	69,384	594,789
Ozark	78,598	1,138	8,287	5,569	369,724	60,962	430,686
Pemiscot	354,102	3,939	23,307	16,853	1,060,210	179,039	1,239,249
Perry	366,773	5,978	31,856	27,668	1,999,751	191,937	2,191,688
Pettis	809,953	7,201	43,139	33,557	2,384,899	296,613	2,681,512
Phelps	433,622	4,417	29,546	22,987	1,684,823	255,638	1,940,461
Pike	235,577	2,611	19,170	16,350	1,222,197	138,466	1,360,663
Platte	748,992	3,658	26,313	18,460	1,572,460	164,051	1,736,511
Polk	225,299	2,769	18,444	13,658	986,631	135,796	1,122,427
Pulaski	303,237	3,905	24,855	17,671	971,635	486,894	1,458,529
Putnam	71,300	656	3,566	3,008	216,889	34,217	251,106
Ralls	152,069	943	6,570	5,339	446,613	37,804	484,417
Randolph	415,282	4,308	23,174	18,594	1,363,392	203,135	1,566,527
Ray	126,747	3,601	20,789	16,733	1,374,045	152,365	1,526,410
Reynolds	135,881	907	6,383	5,287	374,932	68,488	443,420
Ripley	138,613	2,004	15,652	10,964	715,270	140,939	856,209
St. Charles	1,991,294	17,746	134,306	111,353	9,070,219	1,273,452	10,343,671
St. Clair	59,245	1,051	6,357	4,905	354,672	46,315	400,987
Ste. Genevieve	267,995	4,472	21,443	18,554	1,430,281	143,215	1,573,496
St. Francois	586,799	9,352	59,299	48,509	3,732,931	562,444	4,295,375
St. Louis City	18,278,130	65,224	583,467	466,438	34,375,951	6,482,436	40,858,387
St. Louis Co.	25,583,180	95,092	786,370	635,656	50,321,633	8,128,870	58,450,503
Saline	465,375	3,934	17,412	13,116	940,159	91,398	1,031,557
Schuyler	34,521	389	3,135	2,336	173,759	24,765	198,524
Scotland	44,504	294	1,811	1,268	91,036	12,297	103,333
Scott	766,902	8,164	47,818	38,219	2,832,968	353,433	3,186,401
Shannon	105,420	2,880	11,591	8,692	480,848	162,470	643,318
Shelby	101,379	1,043	6,133	5,110	372,437	35,888	408,325
Stoddard	750,787	11,723	52,651	43,033	2,935,585	311,370	3,246,955
Stone	375,800	3,409	22,100	17,001	1,156,182	148,630	1,304,812
Sullivan	58,563	2,495	7,887	6,550	439,891	53,959	493,850
Taney	467,649	4,053	27,792	21,227	1,420,385	174,925	1,595,310
Texas	432,837	7,377	32,213	25,842	1,743,540	228,205	1,971,745
Vernon	255,385	1,968	13,199	9,841	771,333	79,716	851,049
Warren	195,683	2,127	13,543	11,313	910,975	120,161	1,031,136
Washington	329,548	5,637	31,578	26,420	1,985,944	282,804	2,268,748
Wayne	181,651	3,396	20,302	15,831	1,001,317	211,236	1,212,553
Webster	217,527	3,602	22,638	17,191	1,248,808	218,314	1,467,122
Worth	13,592	195	1,080	780	63,922	3,023	66,945
Wright	380,413	4,753	22,572	17,752	1,184,162	171,395	1,355,557
Out-of-State	3,074,555	19,773	350,457	273,383	21,847,442	3,561,547	25,408,989
Multi-Area	390,583						

BENEFIT PAYMENTS
All Programs By Fund



DIVISION OF WORKERS' COMPENSATION

WORK REVIEW REPORT

ADMINISTRATIVE SCOPE AND FUNCTION

The Division of Workers' Compensation is charged with the administration of the Missouri Workers' Compensation Law which has been in effect since November 2, 1926, when it was approved by a vote of the people at a referendum. It has as its jurisdiction the entire state with a population of more than 4,900,000 and as its primary function the prompt and equitable adjudication of all cases of injury coming to its attention. In addition to the principal office, which is required to be in Jefferson City, this scope and function requires the use of branch offices for an efficient administration of the law in populous centers and those distant from the main office, and the use of traveling representatives who visit most of the counties outside of branch office jurisdictions.

The administrative officer of the Division is the director. He chooses the personnel, which, as far as practical, is bipartisan. He assigns the work and generally directs the affairs of the Division. He is assisted in those administrative duties in the branch offices by administrative law judges chosen to be in charge of those offices.

The hearing staff of the Division is currently made up of eighteen administrative law judges. Eight of them are assigned to St. Louis, four to Kansas City, one each to Springfield and vicinity, Cape Girardeau and vicinity, Joplin and vicinity, St. Joseph and vicinity, and two to Jefferson City to travel to other parts of the state not taken care of by branch offices.

The Division's Administrative organization is designed to promote the amicable adjustment of cases among the parties to the end that a minimum of formal litigation becomes necessary. By the use of carefully planned letters and by the scheduling of informal and pre-hearing (pre-trial) conferences where the parties meet under the guidance of a legal advisor or judge, injured workers, employers and insurers, and attorneys are given every opportunity to adjust their differences without formal hearings. If these efforts fail, however, formal litigation is initiated, begun by claimant's filing a claim for compensation or by the employer or insurer requesting a hearing.

REPORTS OF INJURIES

Work injuries reported in 1980 totaled 143,329[1/]. Injuries in 1980 were less than those reported in the previous year by 13,829. The number of deaths reported in 1980 was 168, an increase of 17 from the figure for 1979.

Table 1 gives the number of reported injuries year by year, since the workers' compensation law became effective November 2, 1926. The grand total through December 31, 1980, is 5,122,114.

1/ Includes injuries occurring in prior years but reported in 1980.

TABLE 1
REPORTS OF INJURIES BY YEARS REPORTED
1926-1980

1926	690	1953	98,713
1927	90,158	1954	90,142
1928	93,442	1955	89,436
1929	104,151	1956	90,853
1930	93,452	1957	82,342
1931	69,452	1958	73,405
1932	50,759	1959	81,230
1933	49,223	1960	80,256
1934	53,013	1961	76,079
1935	58,720	1962	78,599
1936	76,868	1963	81,035
1937	78,687	1964	87,443
1938	57,321	1965	89,285
1939	66,034	1966	99,167
1940	71,299	1967	100,635
1941	100,574	1968	105,632
1942	116,928	1969	104,635
1943	116,143	1970	105,481
1944	112,939	1971	101,155
1945	100,584	1972	106,579
1946	101,846	1973	113,992
1947	109,813	1974	119,848
1948	107,782	1975	112,530
1949	91,167	1976	121,580
1950	91,620	1977	131,127
1951	96,259	1978	140,762
1952	100,762	1979	157,158
		1980	143,329
TOTAL			5,122,114

WORK VOLUME

There was a decrease in injury reports in 1980 and a decrease in the number of formal claims filed. The ratio of claims filed to reports of injuries received during 1980 was seven per cent, the same as for 1979.

The work volume of the Division of Workers' Compensation for 1980 is indicated by these statistics:

Receipt and processing of 143,329 reports of injuries.
Filing and processing of 10,505 claims for compensation.
Setting of 19,054 cases for formal hearing.
Setting of 31,563 cases for pre-trial conferences.
Holding of 490 formal hearings.
Holding of 33,464 informal conferences.
Entering of 445 awards.
Approval of 16,256 compromise settlements.
Formal dismissal of 4,002 claims for compensation.
Filing of 88,650 forms of acceptances of law and withdrawals of acceptances and the processing of such forms.

EMPLOYER AND EMPLOYEE COVERAGE

There are two large categories of workers' compensation laws - compulsory and elective. The Missouri law was elective as to all, that is, any employee and any employer formerly could choose whether or not to work under its provisions. Some penalties attached to those automatically under the law who chose to reject it, but the right of election was nevertheless theirs. After August 13, 1974, only those employers with five or fewer employees may elect not to come under the Act unless engaged in a hazardous occupation.

Thus, many Missouri employers - and as a consequence their employees - are exempted from the operation of the workers' compensation law by reason of the number of workers in their employ by the filing of written acceptance of law by such employers, or by filing of memoranda of insurance coverage by carriers issuing policies of insurance to such exempted employers.

Effective August 13, 1974, the definition of major and minor employer was changed by the General Assembly to the effect that a major employer was one with more than five employees (formerly seven) regularly employed, and a minor employer one who has five or fewer (formerly seven) regularly employed.

During 1980 there were 88,570 filings of memorandum of insurance coverage (which form evidences initial insurance coverage, renewals, and/or cancellations of insurance).

SECOND INJURY FUND

The employment of the physically handicapped by Missouri employers, without an undue liability burden, was the aim of the adoption of the second injury fund provision of the Missouri Workers' Compensation Law, which amendment to the law became effective July 7, 1943. Under the change, employees who suffered total and permanent disability as a result of a second injury were to receive the same compensation as they would have theretofore been entitled to, but the employer's liability for the second injury was limited to that injury, taken alone, and liability for the rest of the compounded disability became that of the second injury fund. This principle was extended further by an amendment to the law effective August 29, 1955, which provided that the second injury fund would be liable for excess compounded liability resulting from subsequent permanent partial disability.

The second injury fund is authorized by the provisions of Section 287.220 RSMo, as amended from time to time. It is financed as provided for by Section 287.710 (effective August 29, 1955) and 287.715 (effective August 29, 1959). Originally, the fund depended on contributions from employers and insurers found due in no-dependency death cases and in cases of loss of eyes and limbs. Under the provisions of Section 287.710 as revised in 1971, two-tenths of the three per cent premium assessment collected each year is credited to the fund and under the provisions of Section 287.715 an assessment of one-half of one per cent of total compensation (including medical) paid the previous calendar year by insurers and self-insurers is collected and credited to the fund.

During 1980 there was a total of 34 permanently and totally disabled workers receiving payments from the fund; during 1979 there were 33 on the roster. The total paid in this category for the year was $43,678.36.

The liability of the fund for compounded permanent partial disablity, the results of subsequent injuries, totaled $1,067,295.05 in 1980, the payments going to 763 individuals.

Physical rehabilitation payments from the fund during 1980 totaled $201,326.10 in 345 cases.

Total paid from the fund during 1980 for all benefits was $1,312,299.51.

The total amount paid out of the fund from July 7, 1943, the date of its establishment, through December 31, 1980, was $8,412,909.16.

PHYSICAL REHABILITATION

Physical rehabilitation of workers seriously injured in their employment is a provision of the Missouri Workers' Compensation Law that became effective October 9, 1951. The amendment provides for the physical rehabilitation of the seriously injured worker at the expense of the employer and insurer, and the payment of additional benefits as prescribed by statutes from the second injury fund while he is actually receiving rehabilitation. This provision of the law is administered by the Division of Workers' Compensation.

The physical rehabilitation provision of the law has for its purpose the restoration of the seriously injured "as soon as possible and as nearly as possible to a condition of self-support and maintenance as an able-bodied worker . . .". This specialized medical attention may be provided only by doctors and hospitals certified by the Division of Workers' Compensation, after inspection, to be duly qualified under the provisions of the law and the rules of the Division, if the injured worker is to receive the additional benefits from the second injury fund.

The period of rehabilitation is limited to 20 weeks, unless by special order the Division finds it should be extended.

The plan calls for agreement of the parties as to physical rehabilitation, but if there is a dispute, either the employee or the employer may make application for an order for rehabilitation and be heard within ten days. An order either granting or denying the application must be made within ten days, and appeal from the decision of the Division may be taken to the courts as in other workers' compensation matters.

During 1980 the Division approved agreements in 330 physical rehabilitation cases (making a total of 3,959 since the effective date of the rehabilitation amendment to the law). As of January 1, 1980, the Division has 92 certified facilities. During the year 10 facilities were added, and 5 were deleted leaving a total of 97 on the roster as of December 31, 1980.

SELF-INSURANCE

The Missouri Workers' Compensation Law provides that an employer "may himself carry the whole or any part of such (compensation) liability without insurance upon satisfying the Division of his ability so to do," subject to rules and regulations effective January 1, 1954, as amended.

During December 1979 the self-insurers of Missouri had a total of 263,586 employees at a monthly payroll of $377,086,497.34, while during December 1978 the number of employees was 264,481 at a monthly payroll of $425,250,497.44.

On December 1, 1979, there were 261 qualified self-insurers, and on December 1, 1980, there were 268. During the period

from November 30, 1979, to December 1, 1980, eight self-insurers withdrew their authority, and 15 were granted privilege to operate as self-insurers.

During the period from November 30, 1979, to December 1, 1980, 24 applications for authority to self-insure were received, with an aggregate remittance of $1,800.00; 12 of these requests were granted, and 12 are pending consideration.

ADMINISTRATION AND OPERATION

The Division receives no money from the state's general revenue. Cost of administration of the Missouri Workers' Compensation Law are paid from the Workers' Compensation Fund. The Fund is maintained through payments of annual three per cent charge on net compensation insurance premiums and on hypothetical premiums of self-insurers (less two-tenths).

TABLE 2
STATEMENT OF EXPENSES FOR 1980

	TOTAL	PERSONAL SERVICE	EXPENSE & EQUIPMENT
January	$ 208,328	$ 166,456	$ 41,872
February	188,299	166,012	22,287
March	189,916	166,311	23,605
April	199,331	169,275	30,056
May	209,513	171,048	38,465
June	216,498	171,713	44,785
July	184,025	182,879	1,146
August	225,736	202,384	23,352
September	209,491	191,152	18,339
October	214,775	191,029	23,746
November	229,139	192,679	36,460
December	216,022	191,260	24,762
TOTAL	2,491,073	2,162,198	328,875

STATISTICAL REPORT

PART I
STATISTICS ON 1980 CASES

TABLE 1
INCIDENCE FREQUENCY BY AGE

Under 21	17,861	30-34	15,727	45-49	7,798	60-64	3,182
21-24	21,826	35-39	11,544	50-54	7,052	65 and over	893
25-29	22,040	40-44	8,993	55-59	5,997	Unknown	7,791

TABLE 2
COST BY TYPE OF DISABILITY FOR ALL INCIDENCES FOR CALENDAR YEAR 1980
(As of July 1, 1981)

TYPE	NUMBER OF INCIDENCES	COMPENSATION	MEDICAL	TOTAL
ACCIDENTAL INJURIES	121,936	$16,648,475.31	$14,766,716.77	$31,415,192.08
*Temp. Total Disability	116,951	5,438,053.48	10,536,360.65	15,974,414.13
Temp. Partial Disability	0	0.00	0.00	0.00
Perm. Partial Disability	4,896	11,167,627.23	4,221,996.42	15,389,623.65
Perm. Total Disability	0	0.00	0.00	0.00
**Death	89	42,794.60	8,359.70	51,154.30
OCCUPATIONAL DISEASES	5,777	292,233.80	453,068.43	745,302.23
*Temp. Total Disability	5,715	143,028.30	417,935.81	560,964.11
Temp. Partial Disability	0	0.00	0.00	0.00
Perm. Partial Disability	46	81,055.87	34,736.67	115,792.54
Perm. Total Disability	0	0.00	0.00	0.00
**Death	16	68,149.63	395.95	68,545.58
Records Unknown	2,991	52,198.13	37,267.06	89,465.19

*Includes all cases where any medical whatever was incurred.
**Includes burial expenses.

TABLE 3
1975 COST BY TYPE OF DISABILITY OF ALL INCIDENCES
(Revised to July 1, 1981)

TYPE	NUMBER OF INCIDENCES	COMPENSATION	MEDICAL	TOTAL
ACCIDENTAL INJURIES	103,658	$39,104,208.33	$16,567,130.43	$55,671,338.76
*Temp. Total Disability	92,191	3,916,456.89	5,922,896.96	9,839,353.85
Temp. Partial Disability	3	1,174.71	322.60	1,497.31
Perm. Partial Disability	11,317	33,948,851.30	10,552,255.26	44,501,106.56
Perm. Total Disability	2	31,465.00	2,375.43	33,840.43
**Death	145	1,206,260.43	89,280.18	1,295,540.61
OCCUPATIONAL DISEASES	4,299	518,778.58	347,446.31	866,224.89
*Temp. Total Disability	4,160	106,736.06	214,405.86	321,141.92
Temp. Partial Disability	0	0.00	0.00	0.00
Perm. Partial Disability	133	411,242.52	129,244.45	540,486.97
Perm. Total Disability	0	0.00	0.00	0.00
**Death	6	800.00	3,796.00	4,596.00
Records Unknown	4,029	426,797.14	244,508.42	671,305.56

*Includes all cases where medical expense was incurred.
**Includes burial expenses.

TABLE 4
1976 COST BY TYPE OF DISABILITY OF ALL INCIDENCES
(Revised to July 1, 1981)

TYPE	NUMBER OF INCIDENCES	COMPENSATION	MEDICAL	TOTAL
ACCIDENTAL INJURIES	112,393	$37,733,438.69	$17,485,239.83	$55,218,678.52
*Temp. Total Disability	101,614	5,149,984.30	7,220,795.68	12,370,779.98
Temp. Partial Disability	4	6,921.72	391.37	7,313.09
Perm. Partial Disability	10,621	31,537,282.37	10,202,504.93	41,739,787.30
Perm. Total Disability	4	81,470.00	5,368.86	86,838.86
**Death	150	957,780.30	56,178.99	1,013,959.29
OCCUPATIONAL DISEASES	4,475	705,589.74	365,923.73	1,071,513.47
*Temp. Total Disability	4,332	133,414.25	221,217.32	354,631.57
Temp. Partial Disability	0	0.00	0.00	0.00
Perm. Partial Disability	142	571,175.49	144,706.41	715,881.90
Perm. Total Disability	0	0.00	0.00	0.00
**Death	1	1,000.00	0.00	1,000.00
Records Unknown	4,915	443,768.62	267,013.44	710,782.06

*Includes all cases where medical expense was incurred.
**Includes burial expenses.

TABLE 5
1977 COST BY TYPE OF DISABILITY OF ALL INCIDENCES
(Revised to July 1, 1981)

TYPE	NUMBER OF INCIDENCES	COMPENSATION	MEDICAL	TOTAL
ACCIDENTAL INJURIES	124,728	$47,349,994.42	$23,203,472.89	$70,553,467.31
*Temp. Total Disability	111,286	5,491,340.56	8,422,531.71	13,913,872.27
Temp. Partial Disability	1	428.80	305.80	734.60
Perm. Partial Disability	13,300	40,770,056.38	14,681,781.66	55,451,838.04
Perm. Total Disability	0	0.00	0.00	0.00
**Death	141	1,088,168.68	98,853.72	1,187,022.40
OCCUPATIONAL DISEASES	3,244	917,810.15	485,198.95	1,403,009.10
*Temp. Total Disability	3,040	91,310.52	159,355.54	250,666.06
Temp. Partial Disability	0	0.00	0 00	0.00
Perm. Partial Disability	200	806,208.39	325,843.41	1,132,051.80
Perm. Total Disability	0	0.00	0.00	0.00
**Death	4	20,291.24	0.00	20,291.24
Records Unknown	4,537	448,025.72	239,692.07	687,717.79

*Includes all cases where medical expense was incurred.
**Includes burial expenses.

TABLE 6
1978 COST BY TYPE OF DISABILITY OF ALL INCIDENCES
(Revised to July 1, 1981)

TYPE	NUMBER OF INCIDENCES	COMPENSATION	MEDICAL	TOTAL
ACCIDENTAL INJURIES	132,402	$48,317,704.61	$25,804,779.72	$74,122,484.33
*Temp. Total Disability	118,748	6,190,166.87	9,833,091.42	16,023,258.29
Temp. Partial Disability	0	0.00	0.00	0.00
Perm. Partial Disability	13,539	41,614,030.23	15,877,226.24	57,491,256.47
Perm. Total Disability	0	0.00	0.00	0.00
**Death	115	513,507.51	94,462,06	607,969.57
OCCUPATIONAL DISEASES	5,237	778,019.59	488,565.80	1,266,585.39
*Temp. Total Disability	5,065	141,284.49	335,916.29	477,200.78
Temp. Partial Disability	0	0.00	0.00	0.00
Perm. Partial Disability	145	500,064.70	125,936.17	626,000.87
Perm. Total Disability	0	0.00	0.00	0.00
**Death	27	136,670.40	26,713.34	163,383.74
Records Unknown	4,791	498,836.02	274,530.12	773,366.14

*Includes all cases where medical expense was incurred.
**Includes burial expenses.

TABLE 7
1979 COST BY TYPE OF DISABILITY OF ALL INCIDENCES
(Revised to July 1, 1981)

TYPE	NUMBER OF INCIDENCES	COMPENSATION	MEDICAL	TOTAL
ACCIDENTAL INJURIES	147,018	$43,359,572.29	$25,847,522.41	$69,207,094.70
*Temp. Total Disability	134,713	6,622,717.85	11,715,962.53	18,338,679.90
Temp. Partial Disability	0	0.00	0.00	0.00
Perm. Partial Disability	12,193	36,462,062.56	14,097,591.59	50,559,654.15
Perm. Total Disability	0	0.00	0.00	0.00
**Death	112	274,791.88	33,968.29	308,760.17
OCCUPATIONAL DISEASES	6,421	827,081.42	584,956.17	1,412,037.59
*Temp. Total Disability	6,243	156,932.27	433,519.27	590,451.54
Temp. Partial Disability	0	0.00	0.00	0.00
Perm. Partial Disability	162	601,149.15	151,424.90	752,574.05
Perm. Total Disability	0	0.00	0.00	0.00
**Death	16	69,000.00	12.00	69,012.00
Records Unknown	4,033	295,982.04	140,211.69	436,193.73

*Includes all cases where medical expense was incurred.
**Includes burial expenses.

PART II
WORK INJURY ANALYSIS

TABLE 1: ACCIDENTS AND DISEASES BY SEVERITY FOR 1980

INDUSTRY	FATALITIES	DISABLING CASES	MEDICAL TREATMENT AND FIRST AID	OTHERS	TOTAL
Agriculture	3	404	643	28	1,078
Mining	1	284	1,034	25	1,344
Contract Construction	12	2,850	6,695	173	9,730
Manufacturing	15	11,768	35,518	931	48,232
Transportation	18	3,818	7,298	344	11,478
Trade	23	7,971	19,246	595	27,835
Finance, Insurance Real Estate	1	597	1,442	53	2,093
Services	19	6,234	14,561	585	21,399
Government	11	2,131	4,667	106	6,915
Others	2	78	369	151	600
Total	105	36,135	91,473	2,991	130,704

TABLE 2: ACCIDENTS AND DISEASES BY TYPE FOR 1980[1]

INDUSTRY	A–T	B–T	C–T	D–T	E–T	F–T	G–T	H–T	OTHERS	UNCLASSIFIED	TOTAL
Agriculture	393	148	96	124	21	75	3	15	175	28	1,078
Mining	413	162	91	130	95	163	1	21	234	34	1,344
Contract Const.	3,377	1,385	547	1,062	251	375	37	76	2,412	208	9,730
Manufacturing	17,292	4,374	5,541	6,691	1,272	2,346	93	154	9,105	1,364	48,232
Transportation	3,394	1,808	947	1,711	187	544	29	550	2,014	294	11,478
Trade	10,537	3,875	2,331	3,729	1,416	823	51	320	4,109	644	27,835
Fin. Ins. Rl. Est.	651	480	171	263	55	93	6	45	271	58	2,093
Services	7,224	3,930	1,492	3,390	602	1,081	39	228	2,751	662	21,399
Government	2,109	1,245	499	730	218	588	10	281	1,093	142	6,915
Others	104	27	31	33	12	14	0	4	33	342	600
Total	45,494	17,434	11,746	17,863	4,129	6,102	269	1,694	22,197	3,776	130,704

1/ The Accident type classification identifies the event which directly resulted in injury:

A–T Struck against or by
B–T Fall or slip
C–T Caught in, under or between
D–T Overexertion or strain
E–T Temperature extremes
F–T Inhalation, ingestion, absorption
G–T Electric current
H–T Motor vehicle accident

TABLE 3: ACCIDENTS AND DISEASES BY SOURCE FOR 1980[1]

INDUSTRY	A–S	B–S	C–S	D–S	E–S	F–S	G–S	H–S	I–S	OTHER	UNCLASSIFIED	TOTAL
Agriculture	40	159	59	122	30	76	64	103	75	350	0	1,078
Mining	40	104	95	122	67	82	38	248	18	530	0	1,344
Contract Const.	230	930	453	1,088	314	307	312	2,587	509	3,000	0	9,730
Manufacturing	4,333	3,894	2,492	3,317	2,211	1,995	4,346	10,457	1,872	13,315	0	48,232
Transportation	160	570	876	1,445	338	1,873	1,221	1,368	329	3,298	0	11,478
Trade	1,750	2,807	1,249	3,024	1,224	1,981	3,256	3,839	804	7,901	0	27,835
Fin. Ins, Rl. Est.	76	142	108	417	52	116	161	199	51	771	0	2,093
Services	760	1,169	1,078	3,416	925	978	1,362	1,960	312	9,439	0	21,399
Government	133	406	484	1,069	271	737	253	630	168	2,764	0	6,915
Others	24	25	11	27	10	21	18	45	16	75	328	600
Total	7,546	10,206	6,905	14,047	5,442	8,166	11,031	21,436	4,154	41,443	328	130,704

1/ The source of injury classification identifies object, substance, exposure or bodily motion which directly produced or inflicted the injury:

A–S Machines
B–S Hand Tools
C–S Bodily Motion
D–S Working Surfaces
E–S Chemicals, Heat, Heating Equip.
F–S Vehicle
G–S Boxes, Barrels, Containers, Packages (Empty or Full)
H–S Metal Items
I–S Wood Items

TABLE 4: ACCIDENTS AND DISEASES BY NATURE FOR 1980[1]

INDUSTRY	A–N	B–N	C–N	D–N	E–N	F–N	G–N	H–N	OTHER INJURY	OTHER ILLNESS	UNCLASSIFIED	TOTAL
Agriculture	5	265	309	110	100	16	65	87	28	13	80	1,078
Mining	0	332	162	275	63	80	148	139	49	22	74	1,344
Contract Const.	32	2,231	2,257	1,192	695	231	306	1,743	347	89	607	9,730
Manufacturing	239	12,065	12,059	8,751	2,176	1,238	1,840	5,234	1,597	530	2,503	48,232
Transportation	15	3,949	1,843	2,096	625	170	425	913	511	150	781	11,478
Trade	119	7,109	7,812	4,395	1,365	1,401	522	2,067	1,032	155	1,858	27,835
Fin, Ins, Rl. Est	3	591	402	381	151	54	76	134	97	15	189	2,093
Services	33	6,613	4,406	3,569	1,150	569	695	1,319	1,032	236	1,777	21,399
Government	8	2,073	1,227	1,124	359	175	491	556	316	87	499	6,915
Others	1	59	67	41	15	11	11	21	10	2	362	600
Total	455	35,287	30,544	21,934	6,699	3,945	4,579	12,213	5,019	1,299	8,730	130,704

1/ The nature of injury classification identifies the injury in terms of its principal physical characteristics:

A–N Amputation or Enucleation
B–N Strain, Sprain, Dislocation or Hernia
C–N Cut, Laceration, Puncture
D–N Contusion, Crushing, Bruise
E–N Fracture
F–N Burn or Scald
G–N Dermatitis, Poisoning, Pneumoconiosis, Radiation Effects
H–N Scratches, Abrasions

TABLE 5: ACCIDENTS AND DISEASES BY AFFECTED PART FOR 1980[1]

INDUSTRY	A–P	B–P	C–P	D–P	E–P	F–P	G–P	OTHER	UNCLASSIFIED	TOTAL
Agriculture	62	96	198	169	100	125	209	98	21	1,078
Mining	72	153	174	166	122	154	247	235	21	1,344
Contract Const.	634	1,895	1,378	1,396	698	1,087	1,803	668	171	9,730
Manufacturing	2,688	5,734	8,944	11,395	3,666	5,131	7,318	2,600	756	48,232
Transp.	1,000	914	1,493	1,316	1,076	1,641	2,476	1,298	264	11,478
Trade	1,874	2,229	4,940	6,317	2,021	3,354	4,717	1,859	524	27,835
Fin, Ins, Rl. Est.	132	147	302	342	170	277	447	222	54	2,093
Services	1,560	1,342	3,128	3,600	1,852	2,963	4,102	2,085	767	21,399
Government	548	563	927	804	634	786	1,519	1,014	120	6,915
Others	16	21	49	64	21	15	49	26	339	600
Total	8,586	13,094	21,533	25,569	10,360	15,533	22,887	10,105	3,037	130,704

1/ The classification identifies the part of body directly affected:

A–P Head, Neck
B–P Eye(s)
C–P Upper Extremities
D–P Finger(s)
E–P Trunk
F–P Back
G–P Lower Extremities

TABLE 6A
COST DATA BY INJURY CATEGORY FOR 1980

TYPE OF INJURY[1]	NUMBER OF CASES	COMPENSATION	MEDICAL	TOTAL
TOTAL	130,704	$16,992,907.24	$15,257,052.26	$32,249,959.50
A–T	45,494	3,570,367.84	4,211,123.28	7,781,491.12
B–T	17,434	4,177,211.14	2,880,849.78	7,058,060.92
C–T	11,746	2,453,455.29	1,543,676.43	3,997,131.72
D–T	17,863	3,060,708.33	2,948,925.23	6,009,633.56
E–T	4,129	296,359.00	406,369.51	702,728.51
F–T	6,102	167,560.11	423,970.72	591,530.83
G–T	269	41,950.38	56,913.24	98,863.62
H–T	1,694	493,942.85	419,667.15	913,610.00
Other	25,973	2,731,352.30	2,365,556.92	5,096,909.22

1/ See Table 2 for Type of Injury Classification.

TABLE 6B
COST DATA BY INJURY CATEGORY FOR 1980

SOURCE OF INJURY[1]	NUMBER OF CASES	COMPENSATION	MEDICAL	TOTAL
TOTAL	130,704	$16,992,907.24	$15,257,052.26	$32,249,959.50
A–S	7,546	1,522,160.16	981,291.89	2,503,452.05
B–S	10,206	925,062.38	994,234.45	1,919,296.83
C–S	6,905	1,225,853.45	1,008,015.37	2,233,868.82
D–S	14,047	3,678,204.10	2,414,170.04	6,092,374.14
E–S	5,442	231,712.53	430,816.96	662,529.49
F–S	8,166	1,419,885.89	1,260,464.57	2,680,350.46
G–S	11,031	1,526,941.62	1,468,593.68	2,995,535.30
H–S	21,436	1,641,653.20	1,990,419.77	3,632,072.97
I–S	4,154	448,276.81	448,502.38	896,779.19
Other	41,771	4,373,157.10	4,260,543.15	8,633,700.25

1/ See Table 3 for Source of Injury Classification.

TABLE 6C
COST DATA BY INJURY CATEGORY FOR 1980

NATURE OF INJURY[1]	NUMBER OF CASES	COMPENSATION	MEDICAL	TOTAL
TOTAL	130,704	$16,992,907.24	$15,257,052.26	$32,249,959.50
A–N	455	721,529.84	227,393.84	948,923.68
B–N	35,287	6,198,582.74	5,567,828.00	11,766,410.74
C–N	30,544	1,988,699.19	2,598,328.48	4,587,027.67
D–N	21,934	1,667,906.47	1,908,898.60	3,576,805.07
E–N	6,699	3,105,311.79	1,632,888.04	4,738,199.83
F–N	3,945	308,281.54	387,042.79	695,324.33
G–N	4,579	95,385.32	305,895.39	401,280.71
H–N	12,213	196,947.24	659,824.46	856,771.70
Other	15,048	2,710,263.11	1,968,952.66	4,679,215.77

1/ See Table 4 for Nature of Injury Classification.

TABLE 6D
COST DATA BY INJURY CATEGORY FOR 1980

BODY PART[1]	NUMBER OF CASES	COMPENSATION	MEDICAL	TOTAL
TOTAL	130,704	$16,992,907.24	$15,257,052.26	$32,249,959.50
A–P	8,586	508,151.87	983,519.61	1,491,671.48
B–P	13,094	188,185.12	719,270.52	907,455.64
C–P	21,533	2,458,747.14	2,024,790.26	4,483,537.40
D–P	25,569	2,958,893.47	2,412,891.49	5,371,784.96
E–P	10,360	1,741,961.79	1,956,198.20	3,698,159.99
F–P	15,533	3,321,711.16	2,626,444.67	5,948,155.83
G–P	22,887	3,308,784.34	2,732,522.91	6,041,307.25
Other	13,142	2,506,472.35	1,801,414.60	4,307,886.95

1/ See Table 5 for Part of Body Classification.

TABLE 7
TYPE OF INJURY BY TYPE FOR 1980

TYPE OF CASE[1]	A–T	B–T	C–T	D–T	E–T	F–T	G–T	H–T	OTHER	UNCLASSIFIED	TOTAL
Temp. Total	43,657	16,447	10,805	16,823	3,990	6,016	255	1,532	21,528	1,613	122,666
Permanent Partial	1,696	881	916	465	113	42	8	101	413	307	4,942
Fatalities	19	4	9	0	5	3	5	33	23	4	105
Others	122	102	16	575	21	41	1	28	233	1,852	2,991
Total	45,494	17,434	11,746	17,863	4,129	6,102	269	1,694	22,197	3,776	130,704

1/ See Table 2 for Type of Injury Classification.

TABLE 8
SOURCE OF INJURY BY TYPE FOR 1980

SOURCE OF INJURY[1]	A–S	B–S	C–S	D–S	E–S	F–S	G–S	H–S	I–S	OTHER	UNCLASSIFIED	TOTAL
Temprary Total	6,935	9,709	6,495	13,208	5,331	7,678	10,398	20,711	3,997	38,202	2	122,666
Permanent Partial	584	466	243	742	83	362	358	641	122	1,150	191	4,942
Fatalities	2	2	0	5	5	44	1	12	1	32	1	105
Others	25	29	167	92	23	82	274	72	34	2,059	134	2,991
Total	7,546	10,206	6,905	14,047	5,442	8,166	11,031	21,436	4,154	41,443	328	130,704

1/ See Table 3 for Source of Injury Classification.

TABLE 9
NATURE OF INJURY BY TYPE FOR 1980

NATURE OF INJURY[1]	A–N	B–N	C–N	D–N	E–N	F–N	G–N	H–N	OTHER INJURY	OTHER ILLNESS	UNCLASSIFIED	TOTAL
Temporary Total	232	33,431	29,551	21,385	5,592	3,815	4,519	12,137	4,461	1,196	6,347	122,666
Permanent Partial	222	1,061	944	489	1,060	121	23	46	454	23	499	4,942
Fatalities	0	0	13	6	0	4	2	0	45	14	21	105
Others	1	795	36	54	47	5	35	30	59	66	1,863	2,991
Total	455	35,287	30,544	21,934	6,699	3,945	4,579	12,213	5,019	1,299	8,730	130,704

1/ See Table 4 for Nature of Injury Classification.

TABLE 10
PART OF BODY AFFECTED BY TYPE FOR 1980

PART OF BODY[1]	A–P	B–P	C–P	D–P	E–P	F–P	G–P	OTHER	UNCLASSIFIED	TOTAL
Temporary Total	7,743	13,037	20,752	24,162	9,907	14,511	22,029	9,524	1,001	122,666
Permanent Partial	759	41	683	1,370	225	532	733	339	260	4,942
Fatalities	12	0	0	0	5	0	0	77	11	105
Others	72	16	98	37	223	490	125	165	1,765	2,991
Total	8,586	13,094	21,533	25,569	10,360	15,533	22,887	10,105	3,037	130,704

1/ See Table 5 for Part of Body Classification.

TABLE 11
COST BY TYPE OF DISABILITY BY COUNTY FOR 1980

County	Temporary Total	Permanent Partial	Fatalities	Other
Adair	$ 77,066.10	$ 51,474.16	$ 0	$ 0
Andrew	20,946.34	38,139.72	0	0
Atchison	49,698.67	27,126.84	0	38.62
Audrain	100,020.46	90,561.65	0	35.72
Barry	80,965.82	55,134.03	0	0
Barton	43,674.98	39,358.67	0	0
Bates	27,412.96	39,804.94	0	0
Benton	20,080.39	31,799.53	0	0
Bollinger	9,746.72	33,045.98	0	0
Boone	260,863.10	249,621.43	0	0
Buchanan	414,577.91	411,922.74	2,060.00	199.65
Butler	94,767.52	76,125.99	0	481.70
Caldwell	13,573.17	1,523.50	0	0
Callaway	100,521.24	118,086.94	0	0
Camden	77,094.34	66,119.29	0	97.50
Cape Girardeau	153,021.96	154,479.47	0	0
Carroll	38,391.64	3,187.46	0	0
Carter	17,028.06	5,994.49	0	0
Cass	57,850.60	74,411.86	0	0
Cedar	18,089.26	6,333.15	0	856.70
Chariton	19,168.86	17,788.76	0	0
Christian	22,380.54	37,671.83	0	0
Clark	6,437.85	2,776.65	0	0
Clay	446,064.92	822,512.62	0	0
Clinton	22,512.51	12,162.94	0	0
Cole	163,379.18	116,859.29	0	226.56
Cooper	41,762.24	33,690.89	0	60.00
Crawford	33,658.62	71,377.49	0	0
Dade	7,829.06	5,047.47	0	0
Dallas	7,968.52	17,970.35	0	644.01
Daviess	5,473.76	10,176.48	0	0
DeKalb	10,460.06	38,863.94	0	0
Dent	44,019.58	9,837.38	0	0
Douglas	7,423.31	3,456.46	0	0
Dunklin	84,675.31	32,939.39	0	600.00
Franklin	263,564.86	101,121.53	0	283.00
Gasconade	30,372.13	20,629.79	2,446.00	0
Gentry	16,047.15	793.91	0	0
Greene	603,379.54	568,015.41	0	4,566.95
Grundy	21,191.90	46,619.78	2,799.70	0
Harrison	20,003.39	2,658.35	0	0
Henry	75,637.66	71,962.36	0	2,923.83
Hickory	6,738.99	0	0	0
Holt	11,524.24	29,250.35	0	0
Howard	20,339.51	3,437.07	0	0
Howell	77,514.40	102,949.82	0	0
Iron	58,559.30	19,896.50	0	0
Jackson	2,531,438.35	3,575,714.26	64,545.58	8,168.91
Jasper	366,585.20	313,886.51	0	254.66
Jefferson	222,164.49	106,403.36	0	475.68
Johnson	42,462.80	51,867.75	0	15.00
Knox	11,254.64	1,659.92	0	0
Laclede	78,328.20	50,540.64	0	0
Lafayette	53,229.06	88,842.97	0	0
Lawrence	49,686.74	26,077.53	1,526.32	0
Lewis	14,128.99	12,108.96	0	0
Lincoln	51,332.66	36,949.85	0	48.50
Linn	34,821.74	42,387.66	0	0
Livingston	$ 47,465.70	$ 62,333.31	$ 0	$ 343.92
McDonald	22,910.39	53,029.92	0	218.99
Macon	28,532.76	21,920.75	0	0
Madison	21,410.88	30,507.97	0	63.00
Maries	9,142.15	10,433.98	0	0
Marion	93,976.48	38,956.88	0	0
Mercer	11,118.81	8,189.09	0	0
Miller	46,300.47	14,363.79	0	700.00
Mississippi	20,857.68	71,512.41	0	970.11
Moniteau	17 825.89	14,596.48	0	0
Monroe	24,435.84	32,053.44	0	133.00
Montgomery	20,735.38	93,870.96	0	0
Morgan	11,349.46	11,588.49	2,418.10	0
New Madrid	85,686.03	90,619.40	0	0
Newton	100,846.09	35,653.46	0	0
Nodaway	48,485.55	23,053.33	0	0
Oregon	6,703.07	9,817.86	0	0
Osage	14,293.29	5,464.53	0	0
Ozark	5,796.31	1,928.00	0	0
Pemiscot	45,548.04	27,430.81	0	0
Perry	45,805.05	15,907.71	0	0
Pettis	109,906.02	128,146.74	0	35.00
Phelps	80,652.75	89,153.25	0	0
Pike	39,310.09	27,589.87	0	0
Platte	60,973.75	93,417.50	0	958.40
Polk	37,374.16	13,689.78	0	0
Pulaski	59,618.69	22,286.73	0	0
Putnam	4,307.85	0	0	0
Ralls	11,710.91	3,708.81	0	0
Randolph	91,453.85	127,481.71	0	0
Ray	38,243.22	58,464.19	0	706.74
Reynolds	51,862.96	56,569.35	0	0
Ripley	18,004.15	796.95	0	0
St. Charles	308,045.89	111,835.82	2,000.00	954.36
St. Clair	9,018.46	12,674.57	0	0
Ste. Genevieve	35,059.94	3,630.95	0	0
St. Francois	83,191.21	85,258.40	0	122.77
St. Louis City	2,062,993.27	1,526,511.08	2,000.00	7,921.85
St. Louis County	3,918,238.03	2,405,172.91	16,000.00	10,325.64
Saline	182,646.96	185,979.84	0	214.29
Schuyler	5,418.70	841.04	0	0
Scotland	17,155.04	0	0	0
Scott	124,164.73	85,632.95	0	83.00
Shannon	7,942.70	7,542.75	0	0
Shelby	5,422.86	10,252.40	0	0
Stoddard	45,457.99	105,147.33	0	408.41
Stone	16,466.47	3,787.52	0	179.28
Sullivan	22,561.81	5,164.43	2,000.00	0
Taney	56,917.67	50,931.20	4,000.00	0
Texas	61,334.71	2,897.93	0	286.38
Vernon	44,635.02	23,928.26	2,000.00	1,860.11
Warren	59,200.41	52,792.87	2,541.95	0
Washington	43,811.84	7,874.29	0	0
Wayne	11,356.57	42,184.27	0	0
Webster	22,474.92	16,260.59	0	33.60
Worth	11,969.48	169.00	0	0
Wright	36,146.73	12,496.14	0	0
Out-of-State	752,038.81	1,370,754.14	13,362.23	43,040.19

TABLE 12
COST BY INDUSTRY AND TYPE OF DISABILITY FOR 1980

INDUSTRY	COMPENSATION	MEDICAL	TOTAL
Agriculture	$ 228,314.02	$ 185,967.76	$ 414,281.78
*X	56,230.59	106,755.06	162,985.65
**Y	169,541.48	77,167.45	246,708.93
***Z	2,541.95	2,045.25	4,587.20
Mining	140,590.14	137,773.71	278,363.85
X	52,875.22	104,916.66	157,791.88
Y	87,714.92	32,837.05	120,551.97
Z	0.00	20.00	20.00
Contract Const.	1,679,655.75	1,388,251.69	3,067,907.44
X	508,168.37	940,462.54	1,448,630.91
Y	1,156,810.72	446,725.87	1,603,536.59
Z	14,676.66	1,063.28	15,739.94
Manufacturing	5,780,071.75	5,165,194.95	10,945,266.70
X	1,899,661.20	3,687,031.64	5,586,692.84
Y	3,863,059.83	1,474,442.25	5,337,502.08
Z	17,350.72	3,721.06	21,071.78
Transportation	1,837,400.08	1,574,410.41	3,411,810.49
X	767,044.26	1,185,521.10	1,952,565.36
Y	1,069,490.28	383,941.91	1,453,432.19
Z	865.54	4,947.40	5,812.94
Trade	3,330,084.97	3,299,132.99	6,629,217.96
X	1,040,340.06	2,375,863.43	3,416,203.49
Y	2,259,267.46	913,681.11	3,172,948.57
Z	30,477.45	9,588.45	40,065.90
Fin., Ins., Rl. Est.	$ 248,269.18	$ 229,482.30	$ 477,751.48
X	68,022.65	170,154.51	238,177.16
Y	179,890.80	59,082.00	238,972.80
Z	355.73	245.79	601.52
Services	2,337,851.28	2,342,193.29	4,680,044.57
X	835,265.77	1,755,490.64	2,590,756.41
Y	1,495,420.92	580,825.20	2,076,246.12
Z	7,164.59	5,877.45	13,042.04
Government	686,722.55	617,234.37	1,303,956.92
X	292,003.13	498,915.29	790,918.42
Y	330,775.60	116,643.37	447,418.97
Z	63,943.82	1,675.71	65,619.53
Other	723,947.52	317,410.79	1,041,358.31
X	61,470.53	129,032.79	190,503.32
Y	636,711.09	171,386.88	808,097.97
Z	25,765.90	16,991.12	42,757.02
Total	16,992,907.24	15,257,052.26	32,249,959.50
X	5,581,081.78	10,954,143.66	16,535,225.44
Y	11,248,683.10	4,256,733.09	15,505,416.19
Z	163,142.36	46,175.51	209,317.87

*X: Temporary Total
**Y: Permanent Partial
***Z: Temporary Partial, Permanent Total and Fatalities.

DIVISION OF LABOR STANDARDS

The Division of Industrial Inspection was created by an act of the Legislature in 1879 and was known as the Bureau of Labor Statistics. Functions of the department at the time of its creation were the gathering and assembling of statistical information relating to all branches of labor in the state, especially in their relation to commercial, industrial, social, educational, and sanitary conditions of the laboring classes and to the permanent prosperity of the productive industries of the state.

By an act of the Legislature in 1882, the name of the department was changed to Bureau of Labor Statistics and Inspection of Factories, Mines and Workshops, and its functions were broadened. The State Legislature by an amended act in 1907 changed the name of the department, and it was known again as the Bureau of Labor Statistics, continuing under that title until 1927, when its name was changed by the Legislature to the Department of Labor and Industrial Inspection.

Under the authority of Senate Bill No. 246, the Sixty-third General Assembly in 1945 created the Department of Labor and Industrial Relations, administered by the Industrial Commission of Missouri, and within the new department created, among four, the Division of Industrial Inspection.

REORGANIZATION

The Division of Labor Standards was created by the Reorganization Act of 1974 by combining the Division of Industrial Inspection, Mine Inspection and the Prevailing Wage Section.

The administrative officer of the Division is the director who reports directly to the Director of the Department of Labor and Industrial Relations.

The Director, with his administrative support personnel, performs the business and accounting for all receipts and expenditures of all funds allocated to the division, purchase of equipment and supplies, processing of vouchers for payment, payment of salaries, expense accounts and invoices, budget preparation and management, collection of fees, issuance of theatrical booking agency licenses, personnel management, including selection and training, provides assistance to the public relating to wages, hours and dismissal rights and compiles and coordinates reports and statistics in support of the operations section. The operations sections are the Inspection Section and the Prevailing Wage Section.

INSPECTION SECTION

Among the duties assigned the Inspection Section are: (1), Enforcement of the provisions of the State Child Labor Laws, Chapter 294, RSMo, 1978; (2) Investigation of all accidents serious enough to require physical rehabilitation, and recommendations of safety equipment and procedures to the employers of the injured employees, Section 291.140, RSMo, 1978; (3) Inspection and licensing of theatrical booking

agencies, Chapter 289, RSMo, 1978; (4) Wages, hours, and dismissal rights, Chapter 290, RSMo, 1978; (5) Inspection of Missouri Mines and Caves, Chapter 293, RSMo, 1978.

Indicated are the number of inspections and investigations conducted during Fiscal Year 1981:

1. Child Labor Inspections	15,815
2. Child Labor Violations	216
3. Serious Accident Investigations	586
4. Death Investigations	55
5. Theatrical Booking Agency Inspections	48
6. Licensed Theatrical Booking Agencies	36

There were 36 licensed theatrical booking agencies operating in the State of Missouri during fiscal year 1981.

As a result of routine checks for compliance with the Missouri Child Labor statutes, 216 violations were discovered and rectified.

The estimated value of minerals in Missouri in FY 1981 was one billion, two hundred million dollars. Our underground lead and iron mines had 4,998,158 man hours and had another good safety record.

Asarco is sinking shafts for a new lead mine north of Bunker, Missouri. This mine will probably go into production in 1983. St. Joe Minerals is sinking shafts for a new lead mine near Bisby, Missouri. This mine should go into production late in 1983. Anschutz is making progress on their cobalt mine at Fredricktown, Missouri. They will start on their mill this year. They have just finished installing the hoist in the shaft.

Missouri produced approximately ninety percent of all the lead produced in the United States in FY 1981.

Our coal mines had a total of 2,289,558 man hours in FY 1981. Coal production was down and will not show much improvement until the air standards are lowered and we get the Land Reclamation problems solved. There were two fatal accidents in FY 1981. Both accidents occurred on coal mine property.

FATAL ACCIDENTS IN MISSOURI MINES FISCAL YEAR 1981

MINE	ADDRESS	OCCUPATION
Peabody Coal Co. (Power Mine)	Montrose, MO	Mechanic
NAME OF DECEASED	**AGE**	**DATE DECEASED**
Clinton E. Morris	26	February 3, 1981

DESCRIPTION OF ACCIDENT

Employee was working on tamper table that was mounted on a D-6-Cat. He raised table to repair the last cylinder using wrench to remove the nuts on cylinder plate. Bolts broke, table fell pinning employee underneath tamper table.

MINE	ADDRESS	OCCUPATION
Wyoming Fuel Co.	Perry, MO	Supervisor
NAME OF DECEASED	**AGE**	**DATE DECEASED**
Arthur Henderson	32	May 5, 1981

DESCRIPTION OF ACCIDENT

Henderson fell approximately 20 feet to a concrete floor through an opening which was not protected. The victim stepped through the insulation covering the 16" x 30' opening between the sheets of roofing at its peak. The ridge cape had not been installed over the opening and no barriers, railing or other protective devices had been installed nor were in use by the employee.

MISSOURI MINERAL PRODUCTION FISCAL YEAR 1981

KIND OF MINE	TONS PRODUCED FY 1980	TONS PRODUCED FY 1981
CLAY	1,326,280	887,639
COAL	5,904,795	4,623,130
*COPPER	30,315	19,302
**IRON	1,570,013	1,554,612
*LEAD	768,690	611,639
*ZINC	129,855	114,512
+GRANITE (Felsite)	254,237	233,348
SHALE	1,186,667	1,024,042
SILICA SAND	1,127,920	1,112,040

\+ Cubic Feet
* Concentrates
** Pellets

CLAY FISCAL YEAR 1981

Clay production in Missouri showed a decrease of 438,641 tons compared to FY 1980.

LEADING CLAY PRODUCERS FOR FY 1981

Southern Clay Co.	152,373
Harbison-Walker Refractories	125,585
A.P. Green Refractories	117,658
Allied Chemical Corp.	101,174

OPERATOR	TONNAGE	FATAL ACCIDENTS
Allied Chemical Corp.	101,174	0
Alsey Refractories	23,705	0
C.E. Refractories	26,522	0
Churovich Clay Co.	1,760	0
Arthur Dillon	11,317	0
Joe Gilliam Mining Co.	25,788	0
A.P. Green Refractories	117,653	0
Harbison-Walker Refractories	125,585	0
Elton Hensley Mining Co.	31,647	0
Johnson Clay Co.	54,621	0
Kaiser Aluminum & Chemical Corp.	93,975	0
Kasten Clay Products	11,443	0
Langenberg Mining Co.	36,534	0
Marquette Cement Co.	13,180	0
River Cement Co.	60,215	0
Southern Clay Co.	152,373	0
A.D. Willis and Son	147	0

10 YEAR PRODUCTION RECORD

YEAR	TONS
1972	1,210,279
1973	1,217,324
1974	1,780,114
1975	1,388,155
1976	1,343,916
1977	1,201,373
1978	1,158,215
1979	1,133,541
1980	1,326,280
1981	887,639

COAL
FISCAL YEAR 1981

Coal production in FY 1981 showed a decrease of 1,281,665 tons compared to FY 1980.

LEADING COAL PRODUCERS FOR FISCAL YEAR 1981

Pittsburgh & Midway Coal Co. (Midway mine)	1,156,671
Associated Electric Corp.	879,464
Peabody Coal Co. (Power mine)	705,343

OPERATORS	TONNAGE	FATAL ACCIDENTS
Associated Electric Corp.	879,464	0
Bills Coal Co.	198,237	0
Coal Creek Fuel Co.	3,000	0
Holiday Coal Co.	51,398	0
Howard County Coal Co.	73,668	0
Mexico Coal Co.	10,000	0
Midwestern Mining & Reclamation	203,253	0
Missouri Mining Co.	145,090	0
N.E.M.O. Coal Co.	554,130	0
Peabody Coal Co. (Power mine)	705,343	1
Pittsburgh & Midway Coal Co. (Empire Mine)	505,786	0
Pittsburgh & Midway Coal Co. (Midway Mine)	1,156,671	0
Universal Coal & Energy Co.	54,427	0
Wyoming Fuel Co.	82,663	1

10 YEAR PRODUCTION RECORD

YEAR	TONS
1972	4,553,499
1973	4,654,903
1974	4,572,466
1975	5,669,671
1976	5,985,794
1977	6,647,358
1978	5,511,794
1979	6,850,223
1980	5,904,795
1981	4,623,130

PRODUCTION BY COUNTY

COUNTY	TONS	FATAL ACCIDENTS
Bates	1,156,671	0
Henry	705,343	1
Howard	125,066	0
Jasper	505,786	0
Monroe	10,000	0
Putnam	145,090	0
Ralls	82,663	1
Randolph	1,491,021	0
Vernon	401,490	0

IRON
FISCAL YEAR 1981

Iron showed a decrease of 15,401 tons for FY 1981 compared to 1980.

OPERATOR	TONNAGE	FATAL ACCIDENTS
Pilot Knob Pellet Co.(Closed)	500,532	0
Pea Ridge Iron Ore Co.	1,054,080	0

10 YEAR PRODUCTION RECORD

YEAR	TONS
1972	2,849,291
1973	2,774,867
1974	1,936,627
1975	2,436,888
1976	2,472,244
1977	2,104,448
1978	1,359,836
1979	338,563
1980	1,570,013
1981	1,554,612

LEAD - ZINC - COPPER
(Concentrates)
FISCAL YEAR 1981

Lead production in Missouri for FY 1981 showed a decrease of 157,051 tons compared to 1980. Zinc showed a decrease of 15,343 tons compared to 1980. Copper showed a decrease of 11,013 tons compared to 1980.

OPERATORS	LEAD	ZINC	COPPER	FATAL ACCIDENTS
St. Joe Minerals Corp.	237,169	28,733	11,137	0
Cominco American Incorp.	98,529	13,918	8,165	0
Amax Lead Co. of MO.	176,043	56,915		0
Ozark Lead Co.	99,898	14,946		0

10 YEAR PRODUCTION RECORD

YEAR	LEAD TONS	ZINC TONS	COPPER TONS
1972	663,958	120,825	22,961
1973	650,317	162,505	19,280
1974	774,879	171,697	19,295
1975	703,970	144,223	27,000
1976	710,889	153,809	19,284
1977	702,539	187,184	33,462
1978	702,673	123,828	21,620
1979	709,412	126,745	29,241
1980	768,690	129,855	30,315
1981	611,639	114,512	19,302

SILICA SAND
FISCAL YEAR 1981

The FY 1981 production of Silica Sand showed a decrease of 15,880 tons compared to 1980.

OPERATORS	TONNAGE	FATAL ACCIDENTS
Manley Sand Div.	197,715	0
Master Brothers Silica Sand Co.	34,159	0
Pennsylvania Glass Sand Co.	545,934	0
UNIMIN	262,607	0
River Cement Co.	71,625	0

10 YEAR PRODUCTION RECORD

YEAR	TONS
1972	1,013,894
1973	778,458
1974	1,048,605
1975	702,694
1976	945,877
1977	1,018,972
1978	1,327,453
1979	1,098,011
1980	1,127,920
1981	1,112,040

SHALE
FISCAL YEAR 1981

Shale production for FY 1981 showed a decrease of 162,625 tons compared to 1980.

OPERATORS	TONNAGE	FATAL ACCIDENTS
Alton Brick Co.	NONE	
The Carter-Waters Corp.	56,150	0
Columbia Brick and Tile Co.	6,961	0
Dundee Cement Co.	624,972	0
Missouri Portland Cement Co.	137,296	0
Midland Brick and Tile Co.	87,055	0
Lehigh Cement Co.	102,214	0
Ceramo Co., Inc.	9,394	0

10 YEAR PRODUCTION RECORD

YEAR	TONS
1972	1,295,927
1973	1,092,964
1974	1,167,004
1975	1,051,050
1976	1,118,503
1977	1,219,402
1978	1,348,952
1979	1,415,073
1980	1,186,667
1981	1,024,042

GRANITE
FISCAL YEAR 1981

OPERATORS	CUBIC FEET	FATAL ACCIDENTS
G.A.F. Corp.	233,348	0

CAVES

An Act of the 63rd General Assembly authorized and directed inspection of all caves held open to the public and to require every cave owner, operator or agent to provide necessary safety guard rails, bridges, ladders, entrances, platforms, walkways, safety barriers, rails, paths and other safety measures in and around any such caves before they may be opened to the public and to file complete and true map plans of caves.

It shall be the duty of the inspection section to inspect such caves at least once a year. The annual inspection fee will be thirty-five dollars ($35.00).

COUNTY	NAME OF CAVE	ADDRESS
Barry	Crystal Caverns	Cassville, MO
Camden	Ozark Caverns	Osage Beach, MO
	Bridal Cave	Camdenton, MO
Crawford	Onondago Cave	Leasburg, MO
Franklin	Fisher's Cave	Sullivan, MO
	Meramec Caverns	Stanton, MO
Greene	Crystal Cave	Springfield, MO
	Fantastic Caverns	Springfield, MO
McDonald	Ozark Wonder Cave	Noel, MO
	Bluff Dwellers Cave	Noel, MO
	Truitts Cave	Lanagan, MO
Marion	Cameron Cave	Hannibal, MO
	Mark Twain Cave	Hannibal, MO
Miller	Indian Burial Cave	Osage Beach, MO
Morgan	Jacob's Cave	Versailles, MO
St. Francois	Bonne Terre Cave	Bonne Terre, MO
Stone	Talking Rock	Silver Dollar City, MO
	Marvel Cave	Silver Dollar City, MO
Wayne	Rebel Cave	Silva, MO
Shannon	Round Springs	Round Springs, MO
Carter	Onyx Cave	Van Buren, MO

MINE SAFETY TRAINING SECTION

The Mine Safety Training Section of the Missouri Division of Labor Standards continued its program of assistance in developing and promoting federal/state coordination and cooperation in improving the health and safety conditions in Missouri's mines, consistent with the intent of the federal Mine Safety and Health Act of 1977. This law affects all owners and/or operators in surface and underground mines.

The Mine Safety Training Section is composed of a Training Coordinator, five Instructors, and one Secretary. New Miner and Annual Refresher classes are held throughout the state. During the period July 1, 1980 to June 30, 1981, training was provided for 231 new miners and 3,669 experienced miners.

In addition to teaching these courses, the State Mine Safety Training Section provides a variety of other services to the mining industry. We will, upon request, discuss and interpret the Federal (MSHA) training laws for individual companies. When mining operations lack sufficient company safety rules and regulations, assistance is provided to the companies in writing adequate ones. Noise and dust surveys are provided when requested by the mining industry. Some of the smaller mining companies request the Mine Safety Training Section to conduct safety meetings. All this is free of charge and will be furnished upon request of the mining companies.

The Missouri Division of Labor Standards, Mine Safety Training Section believes one of its major assets is its availability to the state's mining industry. Many efforts have been made to contact all mine operators in Missouri.

MISSOURI SAFETY AND HEALTH CONSULTATION SERVICE

The Missouri Legislature created the Missouri Safety and Health Consultation Service effective July 1, 1979. This service is funded 90 percent by the federal government and 10 percent by the state government. The main objective of this service is to provide professional expertise to the Missouri business community in the field of safety and health in the workplace at no cost to the employer.

This is strictly a free consultative activity with no fines or penalties.

The service is available to all businesses in the state upon their request. The place of business cannot be visited without the invitation of the owner or his duly authorized representative. This program is found in all fifty states and was mandated by the United States Congress. A great deal of time was expended in the first year of this service's existence in establishing procedures. During the period July 1, 1980 to June 30, 1981, we had 163 requests and have performed 157 visits to the Missouri business community. In these 157 visits, we have found 1,894 hazards and have made recommendations to the employers as to the most expedient and least expensive method of eliminating these hazards.

Based on statistics from our surrounding midwestern states, we anticipate receiving between 400 and 600 requests during FY 82. The number of requests should double for FY 83 and double again in FY 84 then level off at approximately 1,600 to 2,000 per year. For FY 82 a cost analysis of each survey will be computed in an attempt to determine the actual dollar savings to the employers who request our services.

PREVAILING WAGE SECTION

The Prevailing Wage Section was established for the purpose of administering and enforcing those Missouri statutes pertinent to the Prevailing Wage Law. The specific issues which lie with the responsibility of the Prevailing Wage Section include conducting wage surveys, wage inspections, issuing wage determinations, and publishing the Annual Wage Order. Additionally, this section is responsibile for providing that information required by the Labor and Industrial Relations Commission for support of wage determination or wage orders and resolution of any objections against same.

Prevailing wage surveys are conducted periodically each year to establish the governing wage rates for laborers, mechanics and other workers employed in the construction of public works. In addition, on-site inspections are performed to assure compliance with the prevailing wage scales. During the past two fiscal years, these inspections included:

FISCAL YEAR 1981

Total Determinations	2,410
Total Payrolls Inspected	2,356
Public Bodies Contacted	821
Total Calls	3,177
Total Violations	59
Total Wages and Penalties Collected	$54,236.78
Total Worker (Back Wages)	276
Objections	4
Special County Surveys	12

FISCAL YEAR 1980

Total Determinations	2,595
Total Inspections Performed	2,487
Total Violations	68
Total Wages and Penalties Collected	$137,711.00
Total Worker (Back Wages)	289

PREVAILING WAGE SECTION
NUMBER OF WAGE DETERMINATIONS

STATE BOARD OF MEDIATION

The State Board of Mediation was created by an act of the General Assembly in 1947 through the enactment of Chapter 295. It is a tripartite board consisting of two members whom shall be employers of labor, or selected from an association representing employers of labor, and two members shall be individuals holding membership in some bona fide trade or labor union; the fifth member shall be a person who is neither an employee nor an employer of labor and who shall be chairman of the Board of Mediation. Three members, one employer member, one employee member and the neutral chairman constitute a quorum for conducting business.

The original statute was passed to create a Board to mediate labor disputes occurring in public utilities. The purpose of such mediation was to aid the utility employer and its union employees in their collective bargaining negotiations, when necessary, so that labor disputes in public utilities could be peacefully settled, without strikes or lockouts. If the Board's own direct efforts failed to settle the dispute, the Board was authorized to appoint a public hearing panel of three members to hear the dispute and to make a report and recommendations to the parties for settling the dispute. Recommendations, however, are not binding. Because of budgetary restraints, and Federal legislation which conflicts with certain sections of Chapter 295 (King Thompson Act), the board has done little in this area. Traditionally the Federal Mediation & Conciliation Service has provided mediation services.

Effective October 13, 1967, the Board's powers were expanded by the legislature to cover resolution of issues of appropriateness of bargaining units and majority representative status amongst public employees. Under Chapter 105 "Meet and Confer" statute provides that public employers shall meet and confer for the purpose of discussing salaries and other conditions of employment. This is the area generating the majority of the Board's activity.

The jurisdiction of the Board encompasses the entire state of Missouri and all its political subdivisions, 115 counties, all city and town municipalities, all school districts and 14 departments of state government. All the employees of the aforementioned governmental units, except police, deputy sheriffs, Missouri State highway patrolmen, Missouri National Guard and teachers, have the right to join and form labor organizations and, therefore, are involved with the State Board of Mediation to the extent that the appropriateness of bargaining units and majority representative status are resolved by the State Board.

The primary responsibility of the Board is to insure all parties of an equitable and fair hearing in regard to an appropriate bargaining unit and that the majority representative status be resolved by just standards. Upon completion of the hearings, Findings of Fact and Conclusions of Law, a Decision is reached by the Board, after which time a secret-ballot election is conducted. The tally is then completed and the results certified. If there is voluntary recognition by the public employer many times certification from the state is not sought. Teacher unions are not certified by the Board of Mediation and are specifically exempt by law, as are police, National Guard, Highway Patrol and Deputy Sheriffs. The law prohibits strikes.

At this point in time there appears to be increased activity in the organizing of public employees at the state, county and municipal levels.

BOARD ACTIVITY FOR FISCAL YEAR 1981

Board Hearings (15)
Board Decisions (10)
Board Conferences (31)
Elections Certified (17)
Cases Pending in Court (11)
Mediation Cases (3)
Petitions Filed (36)
Contract Notices Filed (36)
Cases Carried Over From Previous Years (22)

BOARD HEARINGS: (15)

Case No.	Date	Case Title
79-025	07/80	I.B.E.W., Local 753 vs. City Utilities of Springfield, Missouri and the City of Springfield, Missouri
80-012	07/80	Missouri Public Employees Association vs. Missouri Divisions of Aging and Family Service
80-018	09/80	Service Employees' International Union, Local No. 50 vs. Crystal City, Missouri
80-026	10/80	Missouri Federation of Teachers vs. Ste. Genevieve School District, Ste. Genevieve, Missouri
80-021	10/80	Service Employees' International Union, Local 96 vs. Hickman Mills School District, Kansas City, Missouri
80-012	11/80	Missouri Public Employees Asociation vs. Missouri Division of Aging and Family Service
80-019	11/80	Industrial & Miscellaneous Workers, Local No. 30 vs. City of Perryville, Missouri
80-028	11/80	Institutional & Public Employees, Local 410 vs. St. Louis Agency on Training & Employees of St. Louis City, Missouri
80-044	04/81	Florissant Professional Firefighters Association, Local 1930 vs. Florissant Valley Fire Protection District, Florissant, Missouri
80-041	04/81	Miscellaneous Drivers & Helpers, Local 610 vs. Parkway School District, Chesterfield, Missouri

80-040	05/81	Laborer's International Union of North America, Local 1132 vs. Park Hill School District, R-5, Kansas City, Missouri
81-003	05/81	Professional Firefighters of St. Louis County, Local 2665 vs. Richmond Heights Fire Department, Richmond Heights, Missouri
80-041	05/81	Miscellaneous Drivers & Helpers, Local 610 vs. Parkway School District, Chesterfield, Missouri
80-036	05/81	Ste. Genevieve Federation of Classified Employees, Local 4126, AFT-AFL-CIO vs. Ste. Genevieve School District, Ste. Genevieve, Missouri
80-036	06/81	Ste. Genevieve Federation of Classified Employees, Local 4126, AFT-AFL-CIO vs. Ste. Genevieve School District, Ste. Genevieve Missouri

BOARD DECISIONS ISSUED: (10)

Case No.	Date	Case Title
PC 102	07/80	Golden Valley Registered Nurses Association vs. Golden Valley Memorial Hospital, Clinton, Missouri
79-055	07/80	American Federation of Teachers, Local 420 and the St. Louis School District Secretaries Association vs. the St. Louis Board of Education, St. Louis, Missouri
80-002	07/80	International Brotherhood of Electrical Workers, Local No. 2 vs. Fire and Police Telegraph Employees of St. Louis, Missouri
80-005	08/80	Miscellaneous Drivers & Helpers, Local 610 vs. City Wide Transportation of St. Louis, Missouri
79-025	08/80	International Brotherhood of Electrical Workers, Local 753 vs. City Utilities of Springfield, Missouri and the City of Springfield, Missouri
80-006	10/80	International Association of Fire Fighters, Local 2709 vs. City of Liberty, Missouri and the Liberty Fire Department
79-055	10/80	American Federal of Teachers, Local 420 and the St. Louis School Association of Educational Secretaries vs. the St. Louis Board of Education, St. Louis, Missouri
80-021	01/81	Service Employees' International Union, Local 96 vs. Hickman Mills School District, Kansas City, Missouri
80-012	03/81	Missouri Association of Public Employees vs. Missouri Divisions of Aging and Family Service
80-019	03/81	Industrial & Miscellaneous Workers, Local 30 and Service Employees' International Union, Local 50 vs. City of Perryville, Missouri

ELECTIONS CERTIFIED: (17)

Case No.	Date	Case Title	Certified
80-021	08/80	Service Employees' International Union, Local 96 vs. Consolidated School District No. 1, Hickman Mills, Missouri	Results Tied
80-020	08/80	South St. Louis County Fire Fighters, Local 2677 vs. Gardenville Fire Protection District, Gardenville, Missouri	Union
80-002	08/80	International Brotherhood of Electrical Workers, Local 2 vs. Fire & Police Telegraph Section, St. Louis, Missouri	Union
PC102	09/80	Golden Valley Registered Nurses Association vs. Golden Valley Memorial Hospital, Clinton, Missouri	Association
80-025	09/80	Miscellaneous Drivers & Helpers, Local 610 vs. Callaway County Ambulance District, Fulton, Missouri	Employer
80-023	11/80	Service Employees' International Union, Local 50 vs. Wellston School District, St. Louis, Missouri	Union
80-018	11/80	Service Employees' International Union, Local 50 vs. City of Crystal City, Missouri	Employer
80-006	12/80	International Association of Fire Fighters, Local 2709 vs. Liberty Fire Department, Liberty, Missouri	Union
79-055	12/80	American Federal of Teachers, Local 420 and St. Louis Association of Educational Secretaries vs. St. Louis Board of Education, St. Louis, Missouri	Union
80-032	12/80	International Union of Operating Engineers, Local No. 2 vs. City of Wentzville, Missouri	Union

80-028	12/80	Institutional & Public Employees, Local 410 vs. St. Louis Agency on Training & Employment, St. Louis, Missouri	Union
80-044	04/81	Florissant Professional Firefighters Association, Local 1930 vs. Florissant Valley Fire Protection District, Florissant, Missouri	Union
80-045	05/81	Miscellaneous Drivers & Helpers, Local 610 vs. City of Crestwood Fire Department, Crestwood, Missouri	Union
80-035	05/81	Professional Fire Fighters of West St. Louis County, Local 2792 vs. Chesterfield Fire Protection District, Chesterfield, Missouri	Union
80-019	05/81	Industrial & Miscellaneous Workers, Local 30 and Service Employees' International Union, Local 50 vs. City of Perryville, Missouri	Union No. 50
80-042	05/81	Kansas City Federation of Teachers, Local 691, AFT-AFL-CIO and Kansas City Association of Educational Office Personnel vs. School District of Kansas City, Missouri	Association
80-038	05/81	Professional Firefighters of St. Louis County, Local 2665 vs. University City Fire Department, University City, Missouri	Union

CASES APPEALED: (11)

Case No.	Petitioner	Respondent	No.	Classification
PC 90	Western Mo. Public Employees, Local 1812, Council 72	Jackson County	16	Jail employees
PC 106	I.B.E.W., Local 95	City of Monett	42	Hospital employees
PC 107	SEHE, Local 50			
77-008	IAFF, Local 1055	City of Columbia	60	Firefighters
77-027	St. Louis Police Officers Assn., Local No. 844	City of Des Peres	30	Police Officers
77-029	I.B.E.W., Local No. 2	City of Cabool	12	Public Works emp.
78-004	Amalgamated Transit Union	Bi State Development Agency		
78-011	Professional Fire Fighters, Local 2618	City of Joplin	37	Firefighters
79-025	I.B.E.W., Local 753	City of Springfield	200	Clerical
PC 102	Golden Valley Registered Nurses	Golden Valley Memorial Hospital	30	Registered Nurses
79-036	Professional Fire Fighters, Local 2706	City of Marshall	14	Firefighters
80-019	Industrial & Misc. Workers, Local 30 and Service Employees' Int'l. Union, No. 50	City of Perryville	26	Public Works

MEDIATION CASES: (3)

Case No.	Employer	Unit
80-010	City of Pevely, Mo.	Public Works Employees
80-030	City of Hannibal, Mo.	Public Works Employees
80-037	Parkway School District Chesterfield, Mo.	Bus Drivers

GOVERNOR'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED

President Harry S. Truman, recognizing the need for employment opportunities for the disabled veteran of World War II, created in 1947 the President's Committee on Employment of the Handicapped. Two years later the Missouri Governor's Committee on Employment of the Handicapped (GCEH) was created.

The GCEH is a group of volunteers concerned with employment opportunities for the handicapped. They represent business and industry, labor, state agencies, personnel, veterans, medical, health, welfare, educational and religious groups, organizations for the handicapped, and consumers. The GCEH consists of twenty-five individuals appointed to a four year term.

The Executive Secretary is the administrative officer and staff to the Committee. Prior to November of 1975 this person had been part of the Division of Employment Security with part-time assignment to the GCEH. In the fall of 1975, the GCEH received Comprehensive Employment and Training funds through the Division of Manpower Planning for a full-time position. A full-time Executive Secretary was hired in January 1976 along with a Program Assistant and a secretary.

House Bill 577 was signed into law July 13, 1977, and the GCEH was established as a division of the Department of Labor and Industrial Relations (DOLIR) under the direct authority of the director of the DOLIR. For the first time in its existence, the GCEH became a state agency.

The primary goal of the GCEH is to achieve equality of opportunity for job seekers who have handicaps. The methods used in achieving this goal are awareness, ability and accessibility.

The GCEH works with:

1. Employers, to make them aware of the job needs and abilities of handicapped job seekers;

2. Handicapped individuals, to give them a better understanding of the rehabilitation and job placement services available to them and to encourage them to use these services, and

3. Communities, to aid them in improving accessibility for the handicapped where they live, work and play.

Local chapters of the GCEH have been developed throughout the state to help personalize the efforts of the local areas. Problems vary from area to area and the solution to problems must reflect this individuality. To date, fifteen chapters are in operation, located in Cape Girardeau, Chillicothe, Columbia, Jefferson City, Joplin, Kansas City, Lebanon, Mountain View/West Plains, Pemiscot/Dunklin/New Madrid Counties, Poplar Bluff, Dexter, St. Joseph, St. Louis, Springfield, Waynesville/Crocker. Several other locations have been designated for expansion and it is the GCEH goal to have local chapters in 22 designated areas throughout the state.

The GCEH sponsors many statewide activities to help promote the hiring of the handicapped. Through contests, seminars, job fairs, news releases, newsletters, film library and appearances all over the state, the GCEH is making the public aware of the needs and the abilities of the handicapped in Missouri. To add emphasis to this, the State of Missouri recognizes the outstanding "Handicapped Employee of the Year". This not only gives recognition to the individual's achievement, but also recognizes the efforts of the individual department's commitment to hiring the disabled.

The United Nations declared that 1981 would be the International Year of Disabled Persons (IYDP). Endorsed by Governor Bond, the IYDP helped give special emphasis to the needs of the handicapped in Missouri. The chapters in Columbia and Jefferson City co-sponsored a job fair; Springfield held a job fair and an employers' seminar; St. Louis held a job fair and through the year special events under the direction of Deborah Phillips were held for IYDP in the St. Louis area. A Barriers Awareness Day was undertaken in Kansas City when 30 able-bodied civic and business leaders were paired with 30 disabled individuals to explore problems facing the handicapped. Many programs were held across Missouri to help increase the awareness of the problems that the handicapped must solve each and every day.

The GCEH publishes and keeps current a Directory of Organization Resources for Handicapped. This directory lists state and local offices for appropriate Missouri State Divisions, state and private agencies and sheltered workshops, as well as providing the names of individuals to call at each location. Also available is an Access Guide developed by Bruce Scott in Kansas City. The guide has inspection forms and provides the specifications needed for accessibility. These publications, as well as many other pamphlets, are available by calling the GCEH toll-free number, 1-800-392-8249.

A Project Consultant was hired to identify and work with the problems of the deaf community in Missouri. Normally, the GCEH works on the issues that are common to many disability groups, but due to the unique communication problem, a special effort is being made to deal with the deaf community. This is a new area of involvement for the GCEH, but the need for special consideration is obvious. The office in Jefferson City is equipped with a tele-typewriter (TTY) and the deaf can call on our toll-free number.

Accessibility to state offices and to state services is becoming a critical issue. The GCEH is working closely with the Office of Administration to develop guidelines and a program to enable the State of Missouri to serve all of her citizens. The Department of Labor and Industrial Relations has determined that not only are its owned facilities to be accessible, but also all leased facilities must meet the same requirements. DOLIR is the only department in state government to make this commitment. If Missouri is determined that all of her citizens are to be treated equally and fairly, all departments of state government must follow the lead step of DOLIR.

Another effort to keep red tape to a minimum is a cooperative agreement with the Division of Employment Security, Division of Vocational Rehabilitation, Bureau for the Blind, Division of Workers' Compensation and the GCEH. Through this cooperative agreement, a coordinated effort is made in dealing with the handicapped. These cooperative relationships are essential to insure maximum utilization of the services available to the handicapped persons so that productive employment may be obtained to insure that the severely handicapped person receives effective employability development services.

The Missouri GCEH is making it much easier for the handicapped job seeker to find employment and to become a contributing member of our community.

COMMISSION ON THE STATUS OF WOMEN

The purposes of the Commission on the Status of Women are, as prescribed by Section 186.030 RSMo. 1978, (1) to conduct research projects and make studies as to the legal status of women and to the equality or the inequality of opportunity afforded women in government, politics, education, business, professions, sciences, arts, and social services; (2) to encourage the advancement of women in these areas; (3) to utilize the reservoir of women's talents for the best interests of our communities and state; (4) to cooperate with other agencies, public and private, in securing such objectives; (5) to make an annual report to the Governor and the General Assembly of commission activities and findings and any suggested legislation or changes in administrative procedure which would aid in accomplishing its objectives.

The commission became statutory in 1967. There are 15 members, appointed by the Director of the Department of Labor and Industrial Relations, who serve terms of three years each. Members serve without compensation. The Commission, itself, for several years, has not been funded by the General Assembly.

In previous years studies have been conducted by the commission in the area of women and jury service; women in elected offices; women offenders; credit discrimination; marriage and divorce laws; pension, retirement and survivor's rights. A booklet, Questions and Answers About Women and Missouri Laws, has had a third printing, and has been widely distributed to individuals, organizations, schools, and libraries. A study, the Impact of the Equal Rights Amendment on Missouri Laws, was also printed and distributed. Conferences have been held in Columbia, Jefferson City, Kansas City, and Canton, in cooperation with the University of Missouri Extension Division. The first conference for minority women was sponsored jointly in St. Louis by the commission and the Black Women's Coalition. Requests for materials have been received and filled or referred to appropriate agencies.

The membership convenes in at least four meetings each year, considering matters involving the rights and responsibilities of women under Missouri Laws.